

Law Enforcement News

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TV or not TV? Programming for inmates to get educational spin

Don't touch that remote control! A major change in the TV-viewing habits of the nation's prison inmates is just around the corner, in the form of a 10-site pilot program to beam educational broadcasts to jails and prisons.

The Direct Education Television for Correction project, a Federally funded initiative by the National Sheriffs Association and the American Corrections Association, is aimed at making more productive use of inmates' viewing time by beaming informational and educational programming to jails. Some original programming may be produced for what may ultimately become a nationwide network of TV programming specially designed for local, state and Federal correctional facilities, said Sandra Webb, an educator and law enforcement trainer who is heading the project for NSA.

The project falls in line with a trend of making life behind bars a little tougher for inmates, said Webb, noting public criticism of "perks" that inmates supposedly receive. "The basic concept behind the project is that there's been a lot of public comment lately about whether or not inmates are actively using their time productively in prison or whether they're just sitting there watching television," she told Law Enforcement News.

Many correctional facilities restrict program content and strictly monitor the time when prisoners can watch television, Webb noted, but a survey conducted for the project found that few

facilities have access to the kinds of educational and instructional programming that project developers envision.

"They're doing some education at the state level, but at the local level, television is used mainly as an inmate-management tool. So rather than take the television sets out, as has been proposed in several states, we would like to change programming...and make it something that the inmates would benefit from," said Webb, who has conducted training at Western Kentucky University for a number of sheriffs' departments.

Among the kinds of broadcasts under consideration are those that would provide preparation for a general equivalency diploma or English as a second language instruction, and others that would teach such life skills as parenting, anger-management and conflict-resolution. "Or it could be something that is in an entertainment format but is information-oriented," said Webb, who added that the final product is being developed with a contractor who is also taking a look at similar programming that already may be offered by some institutions.

"There are a lot of jails and more remote state prisons that don't have access to a lot of programming," she observed, "so we're hoping to look at what's out there, pick the best we can find and make that available to them."

Ten sites have been chosen for the demonstration project, said Webb, including jails in Onondaga County, N.Y.; Davidson County, Tenn.;

Bexar County, Texas; Merced County, Calif.; and Hillsborough County, Fla.; the Colorado State Penitentiary; the Idaho Maximum Security Institution in Boise; the Pontiac Correctional Center in Pontiac, Ill.; the Louisiana Correctional Institute for Women in St. Gabriel; and the Michigan Reformatory in Ionia. Alternate sites include the Camp Hill correction facility in Pennsylvania and the Chelan County, Wash., jail.

Webb said the project may evolve into a satellite-based network, but the demonstration project will utilize an analog satellite signal accessible to any facility with a satellite dish. "After that, if we're able to switch to the digital technology currently under development, it will allow us to send a greater amount of programming in a smaller band width, which is more cost-effective," Webb noted.

The service will be paid for by the individual correctional facilities, mostly through inmate commissary funds, so it is being carefully thought out with tight correctional budgets in mind — which is why the input of the facilities is crucial, said Webb. "One of the things we think is important about this network is that we want it to be customer-driven — the correctional facilities will tell us what works and what doesn't."

Programming may be molded for regional needs, Webb said, particularly in areas of the United States with large Spanish-speaking populations. The development of programs for juvenile inmates is also a priority, she said.

Survey of police "bread-and-butter" issues finds broad public support

A nationwide poll conducted for the National Association of Police Organizations has revealed overwhelming support for local law enforcement officers, including higher pay and the passage of a national Police Officers Bill of Rights.

The survey of 800 registered voters, which sought to gauge attitudes toward crime and punishment issues as well as issues directly affecting police officers' jobs, indicated that crime will be a major issue during the ongoing Presidential election campaign. Eighty-three percent of those polled said that a candidate's record on crime will influence their vote, with 48 percent indicating they would vote for President Clinton and 29 percent saying they planned to cast ballots for Bob Dole.

The margin of support for Clinton, which mirrors his standing in other national polls, signals that his Administration "has been fairly effective on crime," said NAPO spokeswoman Beth Weaver. Pollsters asked the respondents to indicate their political party after the survey was taken, with 304 saying they were Democrats, 249 indicated they were Republicans and 247 classified themselves as independents, she added.

[NAPO announced its endorsement of the Clinton-Gore ticket Aug. 26, after hundreds of delegates voted overwhelmingly to endorse the President's re-election at the group's annual con-

vention the week before. "Our support for President Clinton boils down to a simple truth: Bill Clinton kept his word to the nation's law enforcement," said Robert T. Scully, executive director of the 185,000-member federation.]

While 68 percent of those surveyed felt crime in their states was getting worse, 69 percent said they are "adequately being protected from being a victim of crime," according to the survey, the results of which were released Aug. 19. Eighty-four percent of those polled said their local law enforcement agencies were doing a good job, and 77 percent felt that police officers are

underpaid.

"We see [the findings] as a vote of confidence for law enforcement," Weaver told Law Enforcement News. "People think their local folks are out there doing a good job of crime prevention."

The survey polled voters on a number of legislative issues pertaining to public safety. Among the findings:

■ 81 percent believe that juveniles convicted of violent crimes should be tried as adults, with 67 percent saying that juveniles should be tried as adults at age 15. However, the hard-line atti-

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What They Are Saying:

"If you can't get two-thirds right, something is wrong. Either you don't deserve the position or something is wrong with the test."

— Det. Trevor Hewick of the Washington, D.C., Metropolitan Police Department, on a report that candidates for promotion are being approved despite scoring 50 percent or lower on written tests. (5:1)

Little Rock PSA's prove more than just positive PR

Public-service announcements airing on local radio stations in Little Rock, Ark., are doing more than just putting a positive spin on the city's police officers — they have also sparked a boom of interest from local residents interested in becoming officers themselves.

The Little Rock Police Department has been "inundated" with calls from listeners interested in joining the agency since the feel-good radio spots about officers began airing this summer, according to Sgt. Nathan Tackett, who oversees the agency's recruiting pro-

gram. "They're really interested in finding out the steps they need to take to get into the process," Tackett told The Arkansas Democrat-Gazette recently.

The PSAs, which are broadcast on several local radio stations catering to a variety of musical tastes, were developed by Little Rock advertising copywriter Chester Storthz in early July after he presented the idea to Police Chief Louie Caudell. He said he wrote the spots to show police in a positive light, and particularly to dispel the suspicions and distrust that sometimes typify the relationship between youths and police.

"I saw what I thought was sort of a problem," Storthz told The Democrat-Gazette. "When I was young, young people and officers interacted differently than they do today."

In one of the ads, which use actors instead of actual police officers, the announcer recalls how his mother "came home beaten up so badly we had to take her to the hospital" when he was 14. "I swore I'd do something about it, and I finally did. I became a police officer with the LRPD. I didn't get the guy that beat up my mom — another

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Around the Nation



CONNECTICUT — Switching equipment that was damaged in a Meriden phone company office left the city without 911 emergency service for several hours Aug. 14.

Willimantic law enforcement officials are calling for a review of the city's needle exchange program, after more than 350 discarded needles were found on city streets in a week. A 2-year-old girl was pricked by one.

DELAWARE — Seventeen prostitutes and four male customers were arrested in New Castle in late August and early September during a two-week crackdown along U.S. 13.

Officials say that 12 abandoned buildings in Sussex County that have become havens for drug dealers will be torn down.

A State Police substation will be opened in the Brandywine Town Center shopping mall in Wilmington when the complex opens in May.

DISTRICT OF COLUMBIA — A nonprofit group helping Asian and Pacific Islander victims of domestic violence is taking calls from battered women and training volunteers. The Asian/Pacific Islander Domestic Violence Resource Project is the area's first such organization. Battered Asian women, said one domestic abuse advocate, often fear deportation and do not seek help.

MARYLAND — Sixteen sex offenders released from prison have been registered with the state since a new law took effect in May. Police do not tell neighbors unless they ask.

A witness has disputed assertions by Ocean City police regarding the death of a former professional wrestling champion, Neil Caricofe, 33, who died while being arrested for disorderly conduct. Caricofe, known professionally as Neil "The Power" Superior, was found roaming naked on the seventh floor of the Fenwick Inn and began shadowboxing when four officers arrived. The witness confirmed that Caricofe refused to lay down and kept running around, but said that police did not try to give him cardiopulmonary resuscitation once he collapsed, as they had stated. She also said that police put something resembling a dog collar around Caricofe's neck just before he became unconscious.

NEW HAMPSHIRE — Some 196 gun purchases were thwarted last year due to background checks, state records show. Over 13,000 sales were approved.

NEW JERSEY — The Coalition of New Jersey Sportsmen filed a Federal lawsuit in August to overturn a six-year-old state law banning assault weapons.

NEW YORK — New York City police have arrested John Bynum, a 28-year-old parolee from a New Jersey prison, in the shooting of Officer Francis Latimer on Aug. 15. Bynum was released last year after serving five years of a 15-year sentence for armed robbery. Police caught him with the help of

some cab drivers after determining that the gun used to shoot Latimer was used in a number of armed cab robberies in Brooklyn. Latimer, who was shot in the head as he patrolled the 33rd Precinct in Washington Heights, may not regain full vision.

Christopher Morrell, a former deputy sheriff in Saratoga County, will be paid \$190,000 to drop allegations that he was demoted and his record tarnished because the sheriff feared he'd run against him.

New York City Mayor Rudolph Giuliani sharply criticized insurance companies in August, claiming that premiums have not kept pace with falling rates of car theft and burglary. Giuliani said he is considering suing the insurers for better rates for city residents. Car thefts, he said, have fallen 50 percent from 1990 to 1995; home burglaries have also fallen by about a third in recent years. The insurance industry said that coverage for thefts represents a small segment of the insurance package, and that it would be unrealistic to expect rates to fall in accordance with crime rates.

The mention of New York City Mayor Rudolph Giuliani by Police Commissioner Howard Safir was met by boos and catcalls Aug. 29 when Safir spoke at the Patrolmen's Benevolent Association's annual convention in Monticello. Union delegates are angry that Giuliani has been trying to block legislation that would allow collective bargaining disputes to be settled by a state panel. Giuliani claims the proposal would cost the city tens of millions of dollars.

New York City Police Commissioner Howard Safir announced in August that the Drug Abuse Resistance Education (DARE) program will be replacing existing drug prevention programs in city schools beginning in October. Thirty officers will be added to the program and extra classes will be offered in northern Manhattan, northern Brooklyn and the Bronx, where major anti-drug offenses are underway. Safir said he hopes to expand the 17-week program to the high-school level. The current curriculum is presented only to fifth- and sixth-graders.

Former Elmira police officer Carl Keegan was arrested in August after he allegedly shot at four young men who were trying to steal his marijuana plants. Keegan's arrest, said State Police, broke up one of the largest marijuana-growing rings in Steuben County history.

Rochester police arrested 24-year-old Mark Christie on Aug. 10 after he confessed to strangling 4-year-old Kali Poulton the night of her disappearance in May 1994. Following Christie's directions, police found the girl's badly decomposed body in a 30,000-gallon water tank.

More misconduct troubles are dogging the New York City Police Department. Officer Phillip Duffy, 23, was suspended Sept. 2 following his arrest for allegedly beating up a man while off-duty outside an Island Park nightclub. Duffy has been on desk duty, said a police spokesman, since an earlier incident in which a Freeport man accused the officer of beating him outside a Rockville Center movie theater. . . . Po-

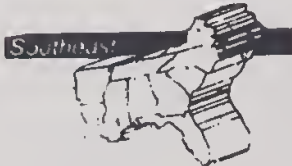
lice Officer David Benejan, 36, accidentally shot himself in the hand Aug. 24 during a quarrel with his wife, according to Nassau County police, who arrested the off-duty officer and charged him with third-degree assault. . . . Police Officer Sonia Smith, 29, has been suspended after she was arrested Aug. 23 for shoplifting at Disney World in Orlando, Fla.

New York City Police Capt. Ronald Shindel, accused of a hit-and-run accident involving a Brooklyn teen-ager, has refuted the youth's story, claiming that he had honked at 17-year-old Michael Walters and his two friends because they were blocking traffic on their bicycles. Shindel said a confrontation followed, in which the boys, unaware that Shindel was an officer, slammed him with his car door before he drove away, crushing a bike in the process. Walters claims Shindel hit him, knocking him onto the hood of another car, and then taking off.

PENNSYLVANIA — Federal District Court Judge Louis Pollak ruled Aug. 28 that former Philadelphia Police Commissioner Gregor Sambor and former Fire Commissioner William C. Richmond do not have to pay damages to the survivors or relatives of the radical group MOVE. Sambor and Richmond were ordered in June to pay \$1 a week for 11 years to Ramona Africa, the only adult to survive a devastating fire touched off by a police bomb, and to relatives of two other MOVE members. Pollak ruled that under state law, both former officials were legally protected from punishment unless "official misconduct" were found. The City of Philadelphia will pay \$1.5 million in punitive damages to the plaintiffs.

Jeanette Police Chief Carl Matt said Aug. 18 that he sometimes cancelled parking tickets when offenders said they could not pay the \$3 fines.

A judge in Williamsport ruled Aug. 10 that Lycoming County Coroner George Gedon, 68, must stand trial on charges that he stole money and valuables from bodies and dead people's homes. Gedon, an independent funeral director, has had his license revoked, although he is still coroner.



ALABAMA — A \$425,000 settlement from the City of Birmingham will be shared by three female police officers who filed charges of sexual harassment against Sgt. Jake Bailey. Bailey, who has resigned, was accused of sexually offensive acts.

Jefferson County District Attorney David Barber has decided not to ask a grand jury to review a Birmingham police officer's fatal shooting of a teen-ager armed with a pellet gun. Officer Jackson Obert and two other officers were responding to a 911 call Aug. 17 from a man who said someone was trying to break into his house. As Obert pushed open the door to the home, he saw Jason Evans standing in what Barber called a "gunslinger pose." When Evans was ordered to put his hands up, he instead pulled the Daisy pellet gun

out of his pants. Obert fired and hit Evans in the chest. Barber said that under the law, Obert was justified in using deadly force to defend himself against what he reasonably believed to be the imminent use of deadly force.

FLORIDA — Royal Palm Beach Police Officer Leonard Rosenthal, 40, admitted himself to a hospital in August after stealing a squad car and threatening suicide when his supervisors suggested he take a different job. Following a meeting with Chief Edward Stepnowski, at which the Chief discussed the Rosenthal's fitness for police work and put him on paid leave for two months, the officer stole his police cruiser and fled. He was heard sobbing on a police tape, "If I can't live like a cop, at least I'll die like one."

A seminary student was arrested at Tampa International Airport Sept. 2 after a search of his carry-on bags turned up a gun, two hand grenades, 181 rounds of ammunition and six military-style knives, said police. The student, Roman Regman, 21, was picked up as he tried to board a USAir flight to Pittsburgh.

A plot by two Orlando elementary school students, ages 9 and 10, to murder their teacher for dismissing them from class was foiled because one of the boys wants to be a police officer. The child disclosed the plot to another teacher, adding that at the last minute, he was going to step in and rescue the teacher, Michelle Wixson. Police found a loaded .38-caliber handgun in the desk of one of the boys, and three pocket knives in the other child's knapsack.

GEORGIA — The Georgia Bureau of Investigation has assigned five additional agents to investigate the abductions of three girls from Newton and Rockdale Counties in recent months. Authorities reportedly believe the abductions may be the work of one man. All three victims were stolen from their homes, and dropped off about two hours later at points along the I-20 corridor. At least one of the children was sexually molested. The latest victim was a six-year-old.

Atlanta City Councilman Jared Samples, head of the council's public safety committee, held hearings Aug. 21 on the city's 911 system and its handling of the bomb threat that preceded the Centennial Olympic Park explosion. Mayor Bill Campbell expressed outrage over Councilman Rob Pitts' characterization of officers involved in the incident as "Keystone Kops."

NORTH CAROLINA — The Raleigh News & Observer reported recently that more than 20,000 state residents have applied for concealed weapons permits since a state law took effect in December. Nearly 18,000 permits have been issued.

North Carolina increased its number of inmates faster than any other state in 1995, adding 29,374 inmates for a jump of 24.2 percent.

SOUTH CAROLINA — State Attorney General Charlie Condon has called for tougher sentences for those who attack teachers and immunity for reporting crimes on school property, in order to reverse school violence. Some 5,000 crimes were reported in the state's

schools during the 1994-1995 year.

VIRGINIA — A husband and wife entered a Richmond hospital on Sept. 2 with three people who had been shot, including a 3-year-old boy, and were subsequently shot by a woman who came into the emergency room and began firing. The wife was killed and another woman in the emergency room at the time of the shooting died of a heart attack. The armed woman was shot by police. Police said the case began with a domestic argument.

Based on new DNA evidence, Ricky DeWayne Rogers, 40, of Norfolk, was convicted Aug. 19 of the 1987 rape and murder of Grace Elizabeth Payne. Rogers was arrested at the time of the incident, but released.



ILLINOIS — Emmett Blanton, 41, was fatally shot by Chicago police Aug. 23 after allegedly threatening a woman, evading capture, and trying to run over several officers. The incident began when two officers saw a 21-year-old woman roll out of a car being driven by Blanton. The woman told police that Blanton offered to give her a ride, but then threatened her and refused to let her out. Police chased Blanton, who refused to leave his car even after crashing into a building. Officers opened fire after seeing the suspect reach into the glove compartment and then extend his arm towards them. Blanton was later found to have been unarmed.

INDIANA — Serial rapist Reginald Muldrew, 48, was hospitalized in critical condition after being severely beaten by teen-agers who chased him following an Aug. 5 attack on a Gary woman. Muldrew, who was released by California authorities despite a prison psychologist's warning that he was dangerous, was suspected of raping more than 200 women in the Los Angeles area during the 1970s. Known as the "pillowcase rapist" because he covered his victims' heads with pillowcases, Muldrew served 16 years of a 25-year sentence.

Former Decatur County Sheriff Larry Snyder was sentenced Aug. 14 to nine months in prison for stealing \$6,000 in county funds.

KENTUCKY — Fewer inmates are using jail infirmaries for frivolous reasons, officials say, following enactment of a new state law that charges prisoners for medical care. Indigent inmates are exempt from the fees.

OHIO — Cincinnati Police Officer Patrick Knight, 34, was charged in August with six counts of bribery and four counts of sexual battery in connection with the victimization of several women whose arrest warrants he overlooked in exchange for sex. According to police and prosecutors, Knight, who has received superior evaluations and has been awarded nine letters of commendation, apparently used the computer in his cruiser to check for warrants on the women. He eventually left a trail that led investigators to three victims other than the woman who filed the original complaint.

Around the Nation

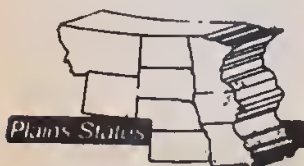
WEST VIRGINIA — McMechen Police Chief Robert Green was subdued with pepper spray after he resisted arrest when police responded to a domestic violence call at his home. Green was suspended with pay.

Less than 1 percent of gun-permit applications in the state have been rejected, according to a gun-control advocacy group, which said the Brady Law is weakened by the state's poor record-keeping.

Wheeling police said that suspected purse snatcher Russell Stiles died after jumping into the Ohio River Aug. 28 while trying to flee from pursuers. Stiles, 26, reportedly pleaded for help before he drowned, possibly after suffering muscle cramps.

WISCONSIN — Two unidentified Madison police officers were suspended with pay after one of them allegedly urinated into the liquor bottle of a drunk man. Chief Richard Williams said that after the officers watched him drink it, they arrested him for having an open container.

The state Department of Corrections said in August that with the anticipated release of 30,000 inmates during the next five years, a closer watch of neighborhoods will be required.



MINNESOTA — Teen-agers under 16 who are unaccompanied by an adult will be banned from the Mall of America in Bloomington on Friday and Saturday nights. The new policy will cut down on the potential for incidents, said mall officials.

An article in The Minneapolis Star Tribune in August has charged that a cozy relationship exists between some Minneapolis police officers and a local strip club, whose dancers have performed at officers' parties and once in a squad car.

Ramsey County manager Terry Schutten has proposed a \$4.9-million increase for public safety and criminal justice services in his 1997 budget. The proposal calls for the full-time equivalent of 43.5 new positions in the Sheriff's Department, community corrections department, and county attorney's office, at a projected cost of \$1.35 million. New employees would include eight deputy sheriffs to aid in training and investigations. The county also plans to issue \$5 million in capital improvement bonds for new juvenile and adult jails.

MISSOURI — Under a new state law that took effect in August, convicted sexual predators will have to serve their full sentences plus lifetime parole.

MONTANA — Charging a motorist with drunken driving and then confiscating his driver's license for refusal to take a breath test is not unconstitutional, the state Supreme Court ruled Aug. 20.

NEBRASKA — Three Hastings police officers will have to pay \$700 in damages to repair a police Jet Ski that was

damaged when the teen-age daughter of one officer lost control of the craft and struck rocks and a dock.

A bicycle patrol will be added to the Lincoln County Sheriff's Department deployment strategy to patrol rural areas.

A monthly telephone 911 surcharge of 50 cents was approved in August by separate votes of the Douglas County Board and the Omaha City Council. The majority of the revenue collected under the new agreement will be earmarked for costs associated with merging the city and county 911 emergency centers, said acting city finance director Lou D'Ercole.

York County Sheriff Dale Radeloff warned farmers in August to take steps against thieves who are stealing tractors and other farm equipment. Since June, 11 thefts have occurred.

State safety officials are blaming this year's record number of traffic fatalities on Interstate 80 on the repeal of the 55-mph speed limit. Thirteen fatalities were recorded on the Interstate during the first five months of this year. Fourteen more occurred in just the two months since the speed limit was increased to 75. The total of 27 to date already equals the toll for 1988, the highest number ever recorded for a full year. Speed monitoring by the state Department of Roads is clocking most motorists at 78.4 miles per hour.



ARIZONA — Maricopa County Sheriff Joe Arpaio began putting female inmates on chain gangs as of Sept. 19. Arpaio, who called himself an "equal opportunity incarcerator," began chain gangs for male inmates more than a year ago.

A steel barrier will be erected by the Marines along the border the U.S.-Mexico border at Naco to thwart drug smugglers and car thieves who try to cross at the town.

Customs inspectors at the Mariposa port of entry near Nogales found 301 pounds of cocaine hidden in an empty commercial trailer's rear door, authorities said in August. Another seizure was made when three trained dogs found 489 packages of cocaine hidden in a shipment of electrical transformers on a truck.

COLORADO — A 19-year-old reportedly suffering from a "bad acid trip" was shot and wounded by Denver police in August after he became violent and grabbed at the officers' guns. Christopher Defebio was in fair condition after being shot in the abdomen. The teen-ager, stark naked and with green hair, told police he was on a bad trip and needed help. After the officers called an ambulance, they said Defebio's demeanor changed and he began punching the officers and knocking them down. Fearing that he or his partner would be killed, Officer Scott Houghton shot Defebio, hitting him in the abdomen. Police said Defebio continued to fight, needing four or five more officers

to subdue him.

U.S. District Judge Richard Matsch ruled Aug. 14 that prosecutors in the Oklahoma City bombing case could use much of the physical evidence seized against defendants Timothy McVeigh and Terry Nichols, including bomb-making ingredients found on Nichols' property in Herrington, Kan., and McVeigh's clothing, which contained material consistent with bomb residue. Matsch rejected defense claims that Nichols' wife, Marie, had been coerced into cooperating with the FBI and giving agents permission to conduct a search.

During the weekend of Aug. 17-18, the Lakewood Police Department received 308 calls and more than 147 crime reports, including two murders, the accidental shooting death of a child, and two suicide attempts. In its 26 years, the department has never had a more violent weekend, officials said, adding that the department was so busy it had to call on neighboring departments for assistance. The department is said to be short-handed, averaging only 1.5 officers per 1,000 population. Police Chief Charles Johnston said that while violent crime is rising, the department's budget does not provide money for more officers.

Denver officials say the city recorded a sharp decrease in gang activity this past summer, including just a single gang-related homicide. Gang-related assaults from May through July were reportedly down 76 percent compared to the same period in 1993.

None of the three Sterling police officers involved in the July death of 42-year-old Kenneth Greene will be charged, District Attorney Chris Hefty has said. The decision was based, he said, on a report by the Colorado Bureau of Investigation, which Sterling Police Chief Larry Graham called in rather than have his own department investigate the incident. An autopsy revealed "a lethal level" of Ritalin — a drug in the same class as cocaine — in Greene's body. Greene hit two police cars and a neighbor's car with his pickup truck before slashing an officer with a knife. The three officers at the scene fired more than 30 shots.

NEW MEXICO — Thirty-nine homicides were recorded in Albuquerque during the first half of 1996 — a 95-percent increase over the same period last year, said police. Overall serious crime rose 22 percent during the first half of the year. The department is operating at 100 officers below its authorized strength.

OKLAHOMA — A McAlester woman who suffered second- and third-degree burns when police threw an explosive distraction device through her window during a drug search is suing the city for \$1 million.

The Cherokee Nation is considering arming the security guards at bingo parlors, health clinics and other facilities. The guards would have to complete law enforcement training.

Drug-sniffing dogs alerted police to 17 lockers at the Walters Community Work Center in Oklahoma City that contained drugs, alcohol, pornography and weapons after a riot in August.

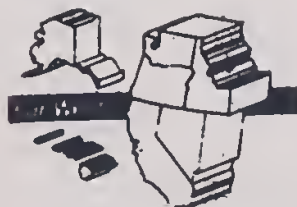
TEXAS — A felony fugitive from Pennsylvania, a felony parole violator from Texas, and two suspects carrying over 45 pounds of marijuana were among those netted in a narcotics checkpoint operation set up by Harris County Sheriff's Department. The Hot Spot Narcotics Enforcement Team, with a sign indicating a "Narcotics Checkpoint" ahead, monitored the traffic, while other deputies monitored traffic violations.

Border Patrol agents in El Paso exchanged shots across the Rio Grande with a suspected drug smuggler Aug. 14. No one was injured, said a agency spokesman. While no arrest was made, agents confiscated 873 pounds of marijuana valued at \$700,000 and the smuggler's truck, which was left on the U.S. side of the river. Agents began following the truck after spotting it near the Fabens port of entry. After missing a turn onto the river levee, the driver abandoned the truck and started running south toward the river. The agents were fired at, they said, by one of those standing on the Mexican side.

Operation Clean Sweep — a project aimed at clearing outstanding municipal warrants in Houston — has generated 8,860 arrests and 38,126 cases cleared, officials said. The project began in June when police hit the streets with computer-generated lists that told them where they might find people who had failed to pay fines or appear in court.

Prompted by a drive-by shooting at a high school, Dallas police deployed saturation patrols around several neighborhood schools. On Aug. 20, someone in a passing van fired a single shotgun blast into a crowd of students. Five boys and a girl suffered what police described as minor injuries. Police said the shooting stemmed from a rivalry between two Oak Cliff gangs. None of the shooting victims, said police, could identify a 15-year-old suspect or the other two suspects from a photo lineup.

UTAH — Former Washington Terrace Police Sgt. Randy Rhodes, 46, who was fired in 1995, has filed a Federal civil rights suit charging the city with age discrimination.



CALIFORNIA — Jimmy Smyth, a reputed Irish Republican Army terrorist, has lost his four-year battle to stay in the United States. Smyth, 41, who denies IRA membership, was convicted of trying to murder an off-duty prison guard in Belfast. He escaped from the notorious Maze prison in 1983 and was arrested in 1992 near San Francisco. Smyth was extradited back to Northern Ireland Aug. 18 from a Federal prison in Pleasanton.

The state Senate on Aug. 28 approved a series of anti-crime bills that will crack down on drag racers, peeping toms, criminals who commit crimes while on probation, and those who illegally carry handguns.

Robbery and vandalism of school property rose during the 1995-1996 school year in the Los Angeles Unified

School District. Drug and alcohol offenses committed at or near schools also rose, by 38 percent. Marked decreases were reported in most categories of violent crime, however, according to an annual report released in August.

Trial began Sept. 3 for five teen-age boys accused of kidnapping and gang-raping a 13-year-old girl in an abandoned house in Watts. The incident led to the fatal shooting of 82-year-old Viola McClain, said authorities. The 12-year-old boy believed to have fired the shot that killed McClain has not been charged, said officials.

HAWAII — Security will be intensified at the Honolulu International Airport, following the seizure of 23 pounds of cocaine on two separate occasions in a two-week period in August.

IDAHO — The state Supreme Court ruled 4-1 on Aug. 20 that a mistake of age and consent of the victim are not defenses to a criminal charge of sexual battery of a minor under the age of 18.

NEVADA — Two South Carolina teenagers were found by Sparks police Aug. 20, a week after they had disappeared with an 18-year-old man they met through the Internet. Casey Thompson, 15, and Summer Nix, 13, were picked up south of Reno. The man, Cash Morris, whose computer name is "The Dark One," has no criminal record.

OREGON — A civil rights complaint filed after a farm worker was shot and killed by two Salem police officers is being probed by the FBI. Police say they killed 63-year-old Salvador Hernandez during a drug raid because he wielded a knife. A grand jury has cleared the officers of misconduct.

Prison coordinator Dean Auyer says that the state will build six medium-security prisons wherever the price is right, whether or not residents object.

WASHINGTON — To curb check fraud, banks in the state will begin requiring thumb prints and a photo ID for those who wish to cash a check at a bank where they don't hold an account.

Seattle police said recently that they were forced to dispatch officers to investigate roughly 3,000 false alarm calls made to the city's 911 center last year. The center gets over 11,000 hang-up calls a year.

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People & Places

Mother of invention

Stephanie Kwolek is by no means a household name to most people in law enforcement. Fortunately, the name Kevlar is, and it was for her work in developing the lifesaving fiber that is the key material in most bulletproof vests, that President Clinton recently awarded her the National Medal of Technology, the nation's highest technology award.

Kwolek, who worked as a chemist for DuPont for 40 years, received the award in a White House ceremony on July 26. The award, which is administered by the Commerce Department, was established by Congress in 1980 to recognize contributions to the nation's technological expertise.

A White House statement noted that work done by Kwolek has given the United States "a major competitive advantage" in high-performance fibers.

Kwolek, who is the holder or co-holder of 17 different patents, worked primarily on polymers, polycondensation processes and liquid crystalline solutions, and fibers. Kevlar, which is used in goods as diverse as sails, golf clubs, bicycle helmets, paint thickeners and motor-vehicle brake systems, is the key component in body armor that has been credited with saving the lives of more than 1,900 police officers. DuPont has invested nearly \$1 billion in market development and global production facilities for Kevlar.

Kwolek, a graduate of Carnegie-Mellon University in Pittsburgh, is now retired but continues to serve as a consultant to DuPont. In 1995, she was inducted into the National Inventors Hall of Fame and also has received the American Innovator Award from the Patent and Trademark Office.

Sticking POST

Los Angeles Police Chief Willie Williams is among a handful of California law enforcement executives — several of whom, like Williams, are from out of state — who are not certified by the state's Commission on Peace Officer Standards and Training.

While Williams lack of certification does not affect his status as chief — unless he wants to join his front-line officers in an enforcement action — it does preclude him from being a member in good standing of the California Police Chiefs' Association, whose by-laws require members to be POST-certified.

The 350-member group had conferred conditional membership to Williams as long as he passed tests leading to certification within two years, but that grace period ran out a year ago and Williams has yet to complete the required hundreds of hours of course work involved in the certification process. Williams had asked for an extension, saying his job left him too little time to deal with the matter, but the association's board of directors voted against it.

"It's not terribly uncommon," said Los Angeles police spokesman Comdr. Tim McBride of Williams's situation,



President Clinton congratulates Stephanie Kwolek after presenting her with the National Medal of Technology for her work in developing Kevlar. At right, Kwolek relaxes on the White House lawn following the awards ceremony. (See story at left.)



adding that at least six other chiefs who have come to California from out of state lack POST certification.

POST official Frederick Williams, who oversees administrative services for the commission and who is not related to the Los Angeles chief, told LEN that Chief Williams is in good standing as far as his current duties are concerned. A section of the state Penal Code grants Williams and other uncertified chiefs with peace officer status.

"While it satisfies step one, with respect to title, it does not satisfy step two, with respect to practice," the POST board's Williams noted, adding that the only complications that might occur is if uncertified chiefs were to personally enforce the law and exercise peace officer powers. "Then one must complete the POST minimum standard of training and that is the basic academy course."

Williams added that uncertified chiefs "will have no complications as long as they don't exercise enforcement powers. Usually in larger agencies, police chiefs are not required to exercise peace officer powers. It's in the smaller agencies, where chiefs are required in some cases to perform a regular shift, where we would have problems. But there's no problem if the chief is working strictly as an administrator."

Neither Glendale Police Chief James Anthony, who served as president of the police chiefs' association last year, when Williams's request for an extension was denied, nor Huntington Beach Police Chief Ron Lowenburg, the group's current president, returned calls from LEN for comment.

Scientific Samples

Constables have been a part of Kentucky's law enforcement scene ever since the state joined the union in 1792, when they were pressed into service as the state's first law enforcement officials. But none had ever received a Federal grant to assist in their duties until

recently, when Pendleton County Constable Peter O. Samples received one from the Justice Department's Office of Community-Oriented Policing Services.

Samples, who learned that the grant had been approved in July, will use the funds to purchase a laptop computer for his cruiser and to hire a part-time employee to process reports he generates from the road. The Federal award will be supplemented by \$2,925 in county funds. His is one of 10 COPS grants awarded to Kentucky law enforcement officials since the program began two years ago.

Samples, who spends much of his time patrolling the northern Kentucky county of 12,500 residents, said the grant will enable him to become more efficient because he'll be able to stay in the field to implement some community-policing projects he is developing, including one aimed at steering youths away from criminal activity. The in-car computer, he told Law Enforcement News recently, "will permit me to prepare reports that will be associated with my community policing effort right from the cruiser without my having to drive back to the office. It will eliminate down time and keep me out on the street more."

The 52-year-old constable, who was elected to a four-year term in 1993, said he also wants to start some community-watch programs that will utilize bicycle, foot and mounted patrols conducted by residents. In addition, Samples, who founded and chairs the Kentucky Multi-County Task Forces on Child Abuse, plans to expand its efforts to prevent child abuse and neglect.

Samples, who has a master's degree in criminal justice from the University of Louisville, has had a varied law enforcement career, serving as a Federal agent with the General Services Administration and as a criminal investigator for the Ohio Department of Human Resources. His work as constable is at least as varied, with an average day including non-routine patrols, running radar to snare speeders on county roads, or conducting criminal investigations throughout the county, including the child sexual abuse cases that are his specialty.

Kentucky constables have broad authority, Samples noted, including full police and investigative powers. "They have the same qualifications as sheriffs, but they do not get involved in collecting taxes or taking care of court security like a sheriff does," Samples said. "The only thing not involved in law enforcement that [constables] are permitted to do is deliver civil processes."

Samples added he has applied for another Federal grant to start up a domestic violence education campaign aimed at both adults and children.

A job to die for

New York City homicide detective James Pelliccio has watched his own funeral a half-dozen times. He usually bites the dust after being shot in the gut or stabbed. His mother, he said, still cries every time he's "iced."

She must watch a lot of TV, because Pelliccio, who works under the stage name James Reno, has been in films and cop shows like "Married to the Mob," "Law and Order," and "Bullets Over Broadway."

Pelliccio, a New York City cop since 1969, has the kind of tough-guy visage that makes him a favorite playing Mafiosi enforcers, street thugs, or blowhard cops. Just recently, Pelliccio was cast as Anthony Nunzio, the groom's father in the Off-Broadway show "Tony 'n' Tina's Wedding," a rollicking, interactive farce that involves the whole audience in the faux nuptials at a big Italian wedding.

Born and raised on Staten Island, the 45-year-old Pelliccio really began acting shortly after he joined the NYPD, where he was soon assigned to a variety of undercover roles, including street punks, drug dealers, and Mafia underlings.

On his most ambitious assignment, he played a convicted hit man at Sing Sing set for an early release. Gaining the confidence of an imprisoned organized-crime boss, his work, he said, headed off gang bloodshed and helped convict

a mob capo. Never, he said, has his cover been blown.

Pelliccio's agent, Michael Amato, told The New York Times that the officer is "not exactly your boy-next-door type." His commanding officer at the Ninth Precinct, Arthur Monahan, agrees. "Whether you're good or bad, James isn't the kind of guy you want to meet on a street corner late at night," he said.

Even for a tough guy, though, maintaining two careers is hard. One night nine years ago, Pelliccio returned from work on the set of "Married to the Mob" and found a note from his wife telling him she had left home with their two children. He acknowledges that his disciplinarian style and erratic work hours made family life difficult.

"Cops have this fix-it mentality," he said. "They think they can sweep into a situation like a white knight and make everything fine in a snap."

Pelliccio could retire with a full pension right now, but he isn't ready to give up his shield, he said. "So much of my identity is tied to being a cop," he said. "Leaving the department is not as easy as cutting off a boil."

Pelliccio got his first big break when he stumbled onto the set of "Ragtime," which was being filmed on East 11th Street in Manhattan. Offering to work as security guard on his off-duty time, he was hired to play a turn-of-the-century beat cop.

But while Pelliccio gets plenty of work, and appears serious about his stagecraft, he finds that many actors and directors perceive him as just another moonlighting cop. "I may not have gone to Juilliard," he said, "but I'm still up there like the rest of them pouring my guts out."

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"Ice" age seen moving east

NIJ looks at methamphetamine, sees potential repeat of crack scourge

Methamphetamine abuse appears to be a regional phenomenon occurring mostly in the West and Southwest, but recent data from a Federal drug-use monitoring survey suggests strongly that the drug's popularity may be spreading eastward.

The Drug Use Forecasting (DUF) program, which is administered by the National Institute of Justice, found that approximately 6 percent of all adult arrestees tested positive for methamphetamine, a powerful central nervous system stimulant also known as crack, ice and speed.

DUF data are compiled from quarterly drug tests and voluntary interviews with 4,000 adult and juvenile arrestees being held at central lockups in 23 U.S. cities.

Cocaine still accounts for the largest percentage of positive drug tests among inmates, at 41 percent, followed by marijuana, at 28 percent; opiates, at 8 percent, and PCP, at 2 percent.

The percentages for methamphetamine use among prisoners ranged from zero in Chicago, Cleveland, Miami and New Orleans to a high of 30.6 percent in San Diego. Other sites reporting high rates of methamphetamine "positives" include Phoenix, with 19.5 percent; San

Jose, Calif., with 16.3 percent; Portland, Ore., with 15.2 percent, and Omaha, Neb., with 8.1 percent.

However, it is the relatively small number of sites in the Midwest and the East that has officials concerned about the eastward spread of the drug. One-tenth of 1 percent of all inmates tested positive for meth use in Birmingham, Ala.; Detroit; Fort Lauderdale, Fla.; and New York City. Meth use was detected among inmates at other sites as well,

to test positive for methamphetamine use — are more likely to test positive for speed than males. The peak age of use among adult female arrestees is 21 to 25, while for males it is 26 to 30.

Methamphetamine use by whites was found to far exceed that among black or Latino arrestees. Twenty-six percent of white male and 28 percent of white female inmates tested positive for the drug, compared to 3 percent among both male and female black in-

experience significant increases in use if current trends continue," said a Research in Brief report issued by NIJ on the DUF data.

The drug "has a geographic distribution we don't see for any other drug," Travis told Law Enforcement News, which "is possibly related to the Mexican role in production and trafficking.... It's a very different phenomenon that obviously requires a lot more study and attention."

Law enforcement officials are taking the threat posed by methamphetamine seriously, having held several high-level conferences and brainstorming sessions this year to discuss and formulate solutions to the problem. In August, 175 law enforcement officials and lawmakers from eight Midwestern and Western states gathered in Grand Island, Neb., to confer about the problem. In the host state, arrests for methamphetamine-related offenses increased from 25 in 1991 to 374 in 1995. The Nebraska conference followed a national conference on meth, sponsored by the Drug Enforcement Administration in Arlington, Va., in February, that was attended by scores of local, state and Federal law enforcement officials.

DEA statistics on the number of

meth seizures and confiscations of the clandestine labs where much of the nation's supply of the drug is manufactured and processed appear to support DUF findings. Randall Bohman, who coordinates the DEA's methamphetamine-enforcement program, said seizures of the drug along the nation's Southwest border leaped from 6.2 kilograms in 1992 to 1,616 kilograms last year. Over 300 labs were seized and shut down last year, Bohman said, adding that "we've already surpassed that this year."

Travis said law enforcement officials in the Midwest and East should heed the trend in meth use signaled by DUF, which he said may soon be expanded to additional cities and some rural and suburban areas to get a more accurate look at drug use trends.

"We all remember vividly what happened when crack hit our cities," Travis observed. "It took a long time for police departments and treatment providers to respond effectively to its introduction. We're now seeing changes in the pattern of methamphetamine use, and it's equally important that policymakers be able to respond to those changes as they see them coming over the horizon," he said.

Methamphetamine use remains largely a regional problem, but data suggest several Midwest cities could be staring at a pile of trouble if current trends continue.

including Atlanta, where 0.5 percent tested positive; Philadelphia, where the rate was 0.6 percent; San Antonio, Texas, 1.2 percent; Dallas, 2.7 percent; Denver, 3.2 percent, and Los Angeles, 6.5 percent.

Data from DUF, which NIJ Director Jeremy Travis likened to an "early-warning system" for drug-abuse trends, also revealed that females in the 21-35 age group — the age group most likely

mates. Positive rates among male and female Hispanic arrestees were 11 percent and 15 percent, respectively.

Few arrestees test positive for both methamphetamine or cocaine. DUF found that only about 2 percent of arrestees tested positive for both drugs.

"Methamphetamine use remains largely a regional problem, though the most recent data suggest that sites like Denver, Omaha and St. Louis could

Marking on a curve:

DC brass defends test-scoring practice

The Metropolitan Police Department in Washington, D.C., gives passing grades to officers who correctly answer fewer than half of the questions on written promotional examinations, in a practice that has raised questions about the quality of officers who emerge from the agency's promotional process. The Washington Post reported recently.

"If you can't get two-thirds right, something is wrong," said Det. Trevor Hewick, a 19-year veteran who is assigned to the agency's 4th Police District. "Either you don't deserve the position or something is wrong with the test."

Under the current system, the written test, which has no standard passing grade, is combined with another examination that consists of a series of in-basket exercises that evaluate an officer's ability to apply management and decision-making skills to actual situations faced by police. The results of both components are weighted differently for various ranks.

In the most recent written test for promotions to sergeants, which was administered in April, the agency had planned to allow 185 of the top-scoring officers to advance after the written test. But because of a diversity requirement, police officials had to advance a total of 207 candidates, which made the lowest passing score a 46. The highest score among the 965 test-takers was 81.

The cutoff score for sergeants taking the lieutenants' exam, meanwhile, was 56 out of 105 questions, while lieutenants seeking to become captains had to answer at least 70 of 110 questions to go on to the next phase of examination.

"I would think a score of 60 would be the cutoff [for the written test], if there are some candidates who score in the 80s," said former District public

Can't perform well on written tests? The D.C. promotional exam, with no standard passing score, may be for you.

safety director Patrick V. Murphy, who now heads the police policy board of the U.S. Conference of Mayors. "If you could score a 100 in the assessment and combine it with a 40-something and consider that satisfactory, that doesn't sound right to me."

But department officials have defended the practice, saying some officers don't do well on written exams, which they contend have no bearing on whether an officer will be an exemplary supervisor or manager.

"I certainly would like to have everyone score a 100," said Assistant Police Chief Max J. Krupo, who oversees the promotional process. "But the scores are not necessarily indicative of who will make a good police official. I've seen someone score a 45 on the written and be the best police official around. Some score in the 90s and aren't good as police officials."

Krupo told The Post that there is no formal cutoff score for the written test because the pool of officers permitted to advance after taking the exam must accurately reflect the diversity of the officers who were tested. The diversity requirement comes from Equal Employment Opportunity Commission guidelines and is not the result of any lawsuit challenging the examination, he said.

"If you want to treat everyone fairly and have a diverse department, these are things you must do," Krupo said.

But at least one police official interviewed by The Post, who requested anonymity for fear of retribution by superiors, wondered how officers who score poorly on the exams could become effective supervisors. "You're talking about guys who can't get half the answers right. I just don't know how a street officer would feel taking orders from a supervisor who can't get half of the answers right."

Krupo acknowledged that the system isn't perfect, but added that he

would rather see promotions go to candidates who don't "do as well on the written exam but can apply [their] knowledge on the street than someone who scores high on the exam but performs poorly when asked to apply their book smarts."

"It's not a perfect system, but I haven't seen one that is," Krupo continued. "The [written exam] scores are not necessarily indicative of who will make a good police officer. Knowledge of the D.C. code is extremely important but can be tremendously offset if you don't have people skills or the ability to apply what you know.... This is

a performance-based operation."

Deputy Police Chief Charles Bacon, who in recent years has sat on a three-member panel that evaluates officers who have completed the in-basket test, said he isn't concerned that officers who score poorly on the written exam are permitted to proceed to the next phase of the promotional process. "Some people are good at taking tests, but when you put them on the street and say, 'Apply what you know,' they're lost. Others who don't take assembled examinations well are very astute at applying what they know. We're trying to get the best of both worlds."

MCI unit gets the call for privatized 911 in Pa. county

Officials in Northampton County, Pa., have awarded a \$42.8-million contract to build and operate North America's first privatized enhanced-911 system.

Under the terms of the contract, which was announced Aug. 14, SHL, a division of MCI, will develop the system, build a new dispatch center and manage its operation over the next 10 years. It will also employ and manage about 40 staff members and dispatchers — most of whom the county currently employs — to run the system.

The new system is expected to field a few million calls a year from residents of the county, which lies along the Delaware River and includes the cities of Bethlehem and Easton.

Shortly after he took office in January 1994, County Executive Bill Brackbill named a task force to explore emergency-dispatch options for the county, which had no 911 system. He said the County Council chose to turn

to the private sector for several reasons.

"The No. 1 reason was that we would avoid a bond issue," he told Law Enforcement News. "With a bond issue, we'd pay about twice as much as our original investment. Secondly, we went with it because of the technology refreshment offered by SHL. We'll be updating the technology every three or four years. We felt that as a county government, we didn't have the technical expertise to run such a program. When you're going with a major telecommunications company that has that expertise, we felt we'd get much more efficient and effective operations."

Mike Paul, managing director of business strategy and marketing for SHL, said Northampton County's decision to privatize its E-911 system is a first for North America in what he says will be an increasingly evident trend in coming years.

"As they are building highly technical systems, 911 administrators and

public safety agencies have to ask themselves whether they truly have the expertise within their county, state or municipality to handle the job themselves," he told LEN. "A lot of them are finding out that they don't. As technology gets more and more sophisticated, they're now out-sourcing more of their needs."

"We think it's going beyond a trend; this is where the industry is moving," Paul added.

Brackbill said a site for the dispatch center will be announced soon, and the system is expected to be up and running sometime in 1997.

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TP002

Diversity rules for sheriff's office

Minorities are a majority for San Francisco agency

Minorities now make up 64 percent of the San Francisco Sheriff's Department, up from 45 percent in 1985, when the agency first began tracking efforts to bring diversity to the 649-deputy force, according to the department's annual.

A comparative chart accompanying the department's annual Affirmative Action Report shows that the San Francisco Sheriff's Department is possibly the most diverse law enforcement agency in the nation. But the chart also shows gains being made by other agencies as well, with the average agency being 85 percent male and 15 percent female, 69 percent white, 14 percent Latino, 13 percent black, 4 percent Asian, 0.1 percent Filipino, and 0.7 percent of other ethnic groups.

The SFSD report, which was released during the summer, says that 75 percent of sheriff's deputies are male, while 25 percent are female, up from 22 percent in 1985. Whites remain the largest racial or ethnic group in the force, at 36 percent, followed by blacks, with 29 percent; Latinos, 14 percent; Asians and Filipinos, both at 10 percent, while employees in other ethnic groups, including Pacific Islander and American Indians, make up 1 percent of the agency.

In 1985, males made up 78 percent of the agency, and 55 percent of the deputies were white. Blacks made up 26 percent of the force, followed by Latinos with 10 percent, and Asians

with 7 percent.

In a statement accompanying the report, Sheriff Michael Hennessey, who has held office since 1980, lauded the agency's effort, saying it has "set the standard for the recruitment, hiring, promotion, training and assignment of minority and women peace officers."

Noting the heated debate surrounding the need for affirmative action, which Hennessey said has become a "political football," the Sheriff asserted that his agency offers "the most compelling reason to continue our efforts — results."

"Achieving those goals has been no accident. It has been my policy that the San Francisco Sheriff's Department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, gender, ethnicity, national origin, sexual orientation, religion, age, physical handicap or political affiliation," he stated.

Hennessey added that of the 1,557 people who registered at the agency's recruitment desk last year, 92 percent were women or minority candidates. "As a result of this and five previous recruitment drives since 1980, we have a department that is diverse, efficient and effective," he said.

In a recent interview with *Law Enforcement News*, Hennessey offered some advice to law enforcement administrators seeking to increase diversity in the ranks. "The effectiveness

of affirmative action hiring for law enforcement agencies has to come from the top," he said. "Groups of individuals who have traditionally not been in law enforcement still don't feel welcome unless they get that message from the head of the agency."

Hennessey said agency heads can accomplish that by meeting with minority organizations or putting their pictures in recruitment brochures accompanied by a statement of their commitment to diversity.

The Sheriff added that diversity helps increase public esteem in the agency. Members of minority groups will be more trusting knowing that others of the same race, gender or ethnicity are represented on the force, he said. It can also reduce the number of gender- or race-based complaints against officers from both within and without the department, he said.

Hennessey said law enforcement's record on diversity has improved immensely in the past decade. "There's been a change not only in our department, but in law enforcement in general, there have been improvements. We've particularly increased the number of Asian officers in the past 10 years. We've noticed that other agencies have increased minority and women officers as well. So I think there's some consciousness of affirmative action and inclusion in other agencies besides our own."

And the stats come a-tumbling down:

Many factors seen driving down homicides

Preliminary crime statistics released by the FBI in late August indicated that the nationwide arrest rate of youths ages 10 to 17 for violent crimes dropped by 2.9 percent in 1995, with the juvenile arrest rate for murder tumbling 15.2 percent. Yet even as observers applauded the statistics as good news for police and the public, nearly overlooked has been the fact that per-capita homicide rates for adults are also in free-fall declines.

An analysis of FBI data by James Alan Fox, dean of Northeastern University's College of Criminal Justice, found that there were only 4.7 homicides per 100,000 adults age 25 or older in 1994, the last year for which complete data are available. In comparison, the rate in 1981, the most murderous year on record, was 8.1 homicides per 100,000 adults.

Fox, who has long predicted a surge in killings by juveniles because of an expected boom in the U.S. teen-age population in coming years, expects the adult homicide rate to continue to decline for several reasons. "One is demographics," Fox told *Law Enforcement News*. "The baby boomers are now in middle age, and they're not quite as aggressive perhaps as they were in their prime. So as the adult population ages, the adult crime rate tends to fall."

Other reasons include get-tough policies toward criminals, such as the "three-strikes" laws, "whereby we are incarcerating our most violent criminals for longer periods of time," Fox said.

Domestic homicides also have dropped by as much as 40 percent as fewer families remain intact, Fox added, although other factors in the decline include increased public awareness of domestic violence as well as a willingness on the part of police to arrest batterers, which may prevent murders in the long run, and to refer troubled couples to counseling.

"What's interesting is that when you look at domestic homicide cases, the biggest decline is among blacks, and that's the group where there's been the biggest change in families," Fox said.

Community policing initiatives also

have had an impact, Fox said, "in terms of creating partnerships between communities and law enforcement. There's probably more concern and awareness about violence in America than I've seen in a long time."

Still, Fox retains a pessimistic outlook on the juvenile murder rate. "Certainly, I sense there will be more kids at risk in the years ahead as a result of demographic changes. I do worry about the implications in terms of the future crime rate. Given the disinvestment in youth that we've seen in this country, not only because of the changing American family, but also cuts in programs for youths, I'm concerned."

Veteran homicide detectives gave *The New York Times* their own theories about the decline in the adult homicide rate. Many say barroom fights that often ended in murders were the most common type of homicide they investigated 30 years ago. But with the decline in manufacturing jobs in America's industrial cities, the neighborhood corner bar where working men would gather to drink and sometimes fight is becoming a fixture of the past. So, too, are the barroom brawl-related murders, which have reportedly fallen as much as 69 percent since 1981. "I can't even remember the last bar fight," said Sgt. John Kaminski, 65, a Cleveland homicide detective with 30 years on the job.

Other detectives interviewed by *The Times* said that improved medical treatment for gunshot wounds also has helped stanch the adult homicide rate. Chicago Det. Tom Keane noted that many victims who survive gunshot wounds "would have been caskets before" had it not been for better treatment methods and trauma centers that are a feature of nearly every big-city hospital today.

Det. Greg Kunz, a 16-year veteran of the Cleveland Police Department, added that police efforts to defuse tensions or change behaviors before they go violently awry clearly has had an impact, particularly in terms of domestic homicides. In Cleveland, the number of domestic homicides fell from 24 in 1980 to 3 in 1994. "You can change

behavior when you act to defuse tensions," Kunz asserted.

Not only are the adult victims of murder declining, but changes in the methodology of murder have also been noted recently in Los Angeles and New York. Los Angeles police say drive-by gang shootings are giving way to "up close and personal" killings, in which a gun is fired at a victim at close range. According to a report by *The Los Angeles Times*, an edict issued by the Mexican Mafia crime syndicate forbids gang members from doing drive-bys, which declined by as much as 20 percent last year. Even so, gang-related killings in Los Angeles County reached an all-time high of 807 in 1995.

The edict reportedly arose out of concerns by Mexican Mafia leaders that drive-by shooting threatened drug markets by bringing unwanted attention to neighborhoods where dealers ply their

trade. Police say other gang members are under the belief it is more honorable to kill at close range, rather than striding streets with bullets fired from moving cars. "When you are driving by, you are not as accurate; you walk up, you have a higher kill ratio," said Capt. Dan Koenig, commander of the LAPD's detective support division and the coordinator of police anti-gang operations.

In New York, the crackdown on quality-of-life crimes like public drinking, panhandling and loitering apparently has prompted gun-carrying criminals to think twice about packing firearms because of the mandatory jail time they face if caught. Police say criminals are now using knives, bats and other weapons to commit crimes, including murder.

Police statistics show that the number of homicides committed with guns fell to 68 percent of the total in 1995,

compared to 75 percent in 1993. The number of murders in which knives were used rose from 13 percent in 1993 to 17 percent in 1995, while the number of homicides using other weapons such as bats, tire irons, brass knuckles and similar weapons rose from 12 percent to 15 percent in the same period. The use of firearms in other crimes is on a similar decline, police said.

"The strategies to address [gun crimes] have been relentless," observed Eli Silverman, a professor of police science at John Jay College of Criminal Justice. "The [crackdown] on quality-of-life crimes, combined with specialized units that address drug and gun crimes, make police very alert to changes. Police are much more adaptable; they can shift to address changes in criminal activity. Criminals know that it's a greater offense to be picked up for a gun than other weapons."

5 is magic number as Houston targets its worst wanted felons

Houston-area fugitives are said to be running scared now that their mugs are being publicized in the city's leading newspaper. *The Chronicle*, five times a month.

The Take 5 campaign, in which profiles and photographs of the area's most violent wanted felons appear in the newspaper, began in August with a bang: Three of the first five felons who appeared in the effort's first week have been captured, according to Robert Masaitis, acting chief deputy of the U.S. Marshals Service's Houston office, who heads the multi-agency Gulf Coast Violent Offenders Task Force.

The task force, whose 28 members include U.S. marshals, Harris County sheriff's deputies and Houston police officers, launched the Take 5 program in conjunction with Crime Stoppers, which offers a \$1,000 reward to anonymous callers whose tips lead to the capture of a fugitive. The task force submits candidates to Crime Stoppers for

inclusion in the program, Masaitis said, adding that among them are "the worst of the worst."

"While this program is small in its numbers, it's significant when you look at victim impact," the 13-year veteran of the Marshals Service told *Law Enforcement News*.

Masaitis also reserved special praise for the Crime Stoppers program, calling it the first such program "I've ever seen that's really proactive. The entire judicial system stops when that person flees the jurisdiction, so it's really nice to see a Crime Stoppers program that says it's serious about catching people."

The task force is serious as well, Masaitis added. In just three years, the unit has captured 5,500 fugitives wanted on Federal, state or local warrants for violent crimes, he said. But the task force, which has 24 investigators and four supervisors, also has its work cut out for itself, with an estimated 7,500 to 10,000 fugitives who fit the

Take 5 criteria.

"We will go coast to coast to find these people," Masaitis asserted.

The effort is a follow-up to the task force's Catch 22 program, which featured profiles of 22 felons which appeared in the newspaper during the 22 working days of May. Sixteen felons were captured in that program, including some who were not profiled.

Masaitis characterized the effort as a purely cooperative one, with each agency sharing management decisions equally. "I attribute [our success] to the caliber of the people each agency sends to us and to the management style of the task force. It's a cooperative effort in the truest sense of the words, a multi-agency task force managed by the three participants, and that's why it works."

Masaitis said Take 5 will be evaluated after a year, at which time the decision may be made to continue it indefinitely. "Given time, we may expand it" to other jurisdictions, he added.

Training the well-rounded police officer: You can't rush a good thing

By Patrick J. Moran

During the past 25 years, Irish society has undergone considerable change, which has resulted in a changed role for the Garda Síochána. The Garda Síochána has become a very complex, highly specialized and centralized institution, making education and training reform necessary in order to prepare the personnel required to serve in the multitude of posts in this complex system and, more specifically, to manage the organization at various levels and in various areas of activity.

The reform needed in primary Garda training can be characterized by three concepts: openness toward the community; concordance with the realities of police practice, and the promotion of individual police professionalism.

Openness toward the community is a complex concept, but it boils down to three things: an interest in general social developments and the social function of the police; discussion of the interaction between the police and the government and the functions of the police relative to other government agencies, and acquaintance with other social welfare and social service organizations.

This openness is emphasized in education and training programs in the context of such subjects as sociology and other social sciences, in discussions with a wide variety of organizations and population groups, in extensive study of the powers of control over the police, and in providing information on a wide range of minorities and pressure groups.

Concordance with the reality of police practice, meanwhile, is usually understood in rather restrictive terms, and usually as the optimal linkage of knowledge and skills taught in training to concrete, actual duties to be performed in day-to-day practice. In terms of programming and organization, this link is established in a variety of ways: through a system of practical training periods; through conceptual standardization of problems encountered repeatedly in actual practice and the development of courses to address them; through simulation training in the principal forms of police intervention; through the recruitment of Garda personnel as instructors (and regularly updating them about "practice"), and through careful guidance of the young police officer during the initial period of "real" service.

The promotion of individual police professionalism is not easily defined. On the one hand, it expresses efforts to help the young members of the service gain insight not only into the police system and their position and function within it, but also into themselves and their personalities. On the other hand — and, admittedly, this may seem contradictory — it involves the deliberate stimulation of certain "professional" views, basic

attitudes and feelings required to help the police officer perform his or her duties in a careful and responsible manner.

Modern thought suggests that professionalism and responsibility go hand in hand. In order to cultivate these two qualities, training should include psychology, ethics, training in responsibility, instruction about police organization, guidance and special training. As one may quickly surmise, this means that the training of police officers will perforce extend far beyond the usual vocational training and, in fact, will cover the entire personal and social life of the trainee.

What then are the aims and objectives of the basic training program? The curriculum must be designed to turn out Gardai who are capable of competently fulfilling their immediate police

and their contribution to the force and to the society they have chosen to serve;

¶ An adequate awareness and appreciation of the broader historical, psychological, social, economic and political contexts in which the force operates, and

¶ An acknowledgement and appreciation of their social role in the community, including familiarity with the nature and location of the various voluntary and statutory social agencies that are willing to work with the Garda Síochána.

A curriculum as sweeping as this, of course, cannot be properly conveyed or absorbed overnight. The training period for new Gardai is an extensive proposition organized into five phases, with the proper integration of theory and practice.

To imbue the twin qualities of professionalism and responsibility, Irish police recruits are put through 104 weeks — two years — of academy and field training.

role in contemporary Irish society, and who have been provided with a base for adapting to meet the changing demands of that role as societal needs continue to evolve during their service with the Garda.

The satisfactory fulfillment of these demanding roles requires that newly trained officers have a broad range of knowledge and skills, including:

¶ A sufficient theoretical knowledge and understanding of Garda powers and procedures, and of as much of the law as is required for their immediate duties;

¶ A level of competence in the skills needed to apply their theoretical knowledge in the operational field;

¶ A level of competence in the exercise of interpersonal, interaction and communication skills;

¶ A developed capacity to make prudent judgments in the exercise of their very extensive discretionary powers;

¶ A level of competence in the effective utilization of the range of technical equipment which is on issue to the force;

¶ Achievement and maintenance of a satisfactory level of physical fitness and competency in the exercise of the physical skills required to perform their duties efficiently;

¶ An appreciation of the need for, and a commitment to, continuing to extend the range of their knowledge and skills, thereby enhancing their personal and professional development

Phase I, consisting of 22 weeks in the Garda Síochána College, is essentially a foundation course where students receive an introduction to the core subjects in the curriculum: legal studies, policing studies, physical education studies, Gaelic, communications studies, social studies, technical studies, and European language studies (a choice of French or German).

With Phase II, officer candidates embark on 24 weeks of practical training, during which they are attached to selected Garda stations throughout the country. In Phase II, as with Phase IV to follow, the education/training program is supervised by training sergeants and assistant training sergeants, who are responsible for coordination and the weekly classroom instruction of students in the In-Service Schools. The trainees spend the first 12 weeks attached to a unit at their station. Each student is assigned a tutor Garda who is an experienced and specially trained member and is responsible for guiding the student and introducing him or her to all aspects of operational Garda work. During the second half of this phase, each student is detailed for a 10-week period to various units and sections within the service, including divisional and district offices, the drug squad, crime investigation units and juvenile diversion program offices.

Each student also spends two weeks on a social placement with an external voluntary or statutory social agency. These may include the ambulance service, women's refuges, social service



The Garda Síochána College, where Irish police recruits spend 40 weeks of their two years of training

A realistic definition of the broad functional role of the Gardai does not make one purely a 'law enforcement officer' or a 'social worker. Neither term alone accurately reflects the reality and diversity of Garda work.

centers; residential units for mentally handicapped adults and children; Boy Scouts, Girl Guides, the Irish Society for the Prevention of Cruelty to Animals, addiction treatment centers, and various day and drop-in centers for the elderly and young people.

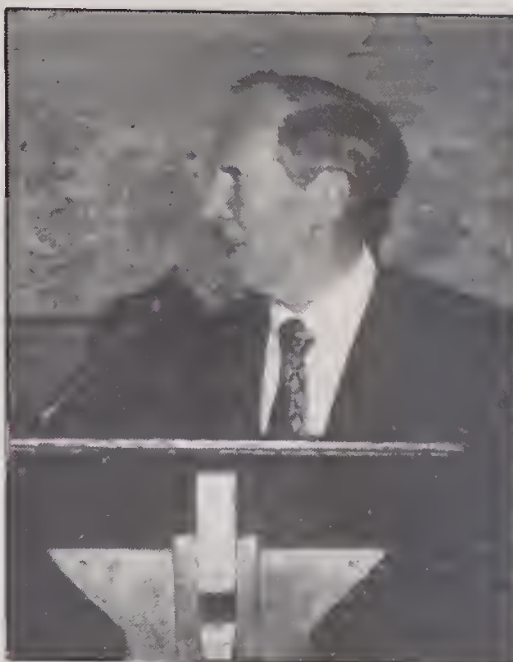
Phase III brings the student back to the Garda Síochána College for 12 weeks, where the aim is to enable them to gain a deeper understanding of the theories and concepts studied during Phase I by applying them to the practical situations they encountered in Phase II. Upon successful completion of Phase III, the students are attested to An Garda Síochána, at a ceremony conducted at the college.

Four such attestation ceremonies were held in 1993, during which a total of 261 students became probationer Gardai and were allocated to Garda divisions throughout the country.

During Phase IV, probationer Gardai are attached to stations as fully members of the service. Probationers spend 36 weeks on Phase IV, engaging in as wide a range of duties as possible in order to broaden their professional experience. Close supervision is given during this time, and it also during this phase that probationers attend lectures for two days each month at their local In-Service Schools.

The aim of Phase V, which consists of six weeks at the Garda Síochána College, is to allow the probationers, through experiential learning methods, to share their experience and further develop their knowledge of policing. Toward the end of this phase they sit for their final examinations. Having successfully completed these examinations, the probationers participate in a graduation ceremony to mark the end of their two-year formal training program.

The Garda Síochána College was designated in November 1992 as an Institute for Higher Education by the National Council for Educational Awards. The designation marked an important development in the professionalization of the Garda, and places the Garda's education/training program at the forefront of police training internationally. In September 1993, the NCEA approved the College Student/Probationer program for



Deputy Commissioner Patrick J. Moran addresses an international criminal justice conference in Dublin.

the award of a National Diploma in Police Studies. Students undergoing the training programs may now opt to register with the NCEA for this diploma.

The program itself now includes eight areas of study: legal studies, policing studies, technical studies, social studies, communications studies, physical education, Irish studies, and

European language studies (French and German).

A realistic definition of the broad functional role of the Gardai might read as follows:

¶ To provide services within a legal framework and in accordance with the social values and aspirations of a democratic society in order to help the community. This includes protecting life and property, by guarding, patrolling and anticipating danger not only from criminal acts, but also from those acts which are natural, accidental or unintentional; safeguarding the liberties of the individual and preserving the public peace by seeking to create and maintain conditions under which people may go about their lawful affairs undisturbed and protected from harmful and dangerous conduct; preventing crime and seeking, identifying and eliminating the causes of crime; and detecting offenders if crime is committed.

¶ To encourage and advise the community on how to protect their persons and property from criminal behavior;

¶ To provide guidance and assistance in helping young people to achieve social maturity, and in cases of tragedy, or family and/or other personal crises.

This role definition does not make the Garda purely a "law enforcement officer" or a "social worker." Neither term alone accurately reflects the reality and diversity of Garda work. The great majority of Garda time is not taken up in enforcing laws as such. Nor could all Garda work be regarded as social work, at least in the sense that that term has traditionally been used.

Even so, the bulk of Garda work is of a welfare and protective type. And, since Garda work consists of a great variety of activities calling for great personal versatility and skill, Gardai require special personal qualities in order to be effective. It is in this context that there begins to emerge a profile of the police officer required by society both today and in the future.

(Patrick J. Moran is deputy commissioner of An Garda Síochána, the Irish national police. This article is adapted from a talk before the conference "International Perspectives on Crime, Justice and Public Order," co-sponsored in Dublin this past June by the Garda and John Jay College of Criminal Justice.)

Summertime blues:

Citizen review panels eyed in 2 cities

Allegations of police misconduct and abuse are fueling debate on the need of some form of citizen oversight of police departments in Pittsburgh and Tucson, Ariz., where an undercover detective was shot dead in June by a man he allegedly was following in a robbery attempt.

A coalition of civil-rights and minority groups in the Tucson area have called for the establishment of an independent citizen review board with subpoena and investigative authority following a series of incidents that culminated June 11, when Det. Gabriel Abendano, who was off-duty and clad in dark clothing, a mask and bulletproof vest, was shot by a convicted drug dealer who claims Abendano followed him into a topless bar and pulled a gun on him in a robbery attempt.

Police Chief Douglas Smith said evidence uncovered in Abendano's mobile home, including small amounts of drugs, indicates that the officer may have been involved in a series of robberies dating back to 1992.

Eight other Tucson officers and one civilian employee of the 800-officer agency have been accused in separate criminal incidents in the past year, four of them involving sexual misconduct. Seven other officers reportedly are being investigated by the agency's internal affairs unit.

Taken together, the rash of criminal allegations proves the need for an independent citizen oversight body, according to Paul Gattone, a member of the Southern Arizona chapter of the Na-

tional Lawyers Guild who serves as staff attorney for the Southern Arizona Peoples Law Center in Tucson.

"Our feeling is that the recent problems with the Police Department and what we perceive as the extreme limitations present in the Citizens Police Advisory Committee that already exists require that some real changes need to be made in the whole system of police oversight in Tucson," Gattone told Law Enforcement News.

The advisory committee, which has 9 to 11 members who are appointed by the mayor, the city manager, the City Council, the police chief and the police union, has no investigative or subpoena powers and does not recommend disciplinary action against officers found guilty of misconduct.

"Our belief is that this should really be a civilian review board made up primarily of civilians, that there should be no police officer members voting. It should have the ability to look into individual complaints about officer misconduct, subpoena records and hold public hearings on issues twice a year," said Gattone, whose proposal is expected to be discussed at a City Council hearing this fall.

Gattone said the proposed oversight body need not have the authority to make decisions about firing or disciplining officers, "but it should have the ability to make those recommendations to the mayor and the council, or to the chief."

Tucson Mayor George Miller conceded that the present committee has

little real authority over police; its chief duty is to take complaints from citizens and forward them to police investigators. While Miller acknowledged that some citizens are uncomfortable about filing complaints directly with the Police Department's internal affairs division, he said he doesn't believe a new oversight body is needed. "I don't think we need to do anything so very radical," he said, calling the recent rash of police misconduct incidents "an aberration."

However, some improvement could be made to the present committee, the Mayor said, including increasing public awareness of its work and adding some new City Council-appointed members. "That would do the job," he said, add-

ing that adding another layer of oversight over the department might exacerbate tensions between officers and the public. "The police become very sensitive when they feel that there's another body that's overseeing them," he told LEN.

But Gattone said the new body would restore and increase confidence in the police. "We're trying to stress that in no way is this an anti-police effort. People must recognize that there are some problems and they need to be addressed. They're talking about community policing, and part of that is that the police are accountable to the community."

Meanwhile, in Pittsburgh, the City Council held hearings this summer to

gauge support for a citizen review panel. Currently, the Office of Municipal Investigation serves as the oversight board for the Police Department, but critics have said its membership is top-heavy with political and Police Department appointees, and its few citizen members have little input. The board also conducts its business in secrecy, rarely if ever publicly disclosing its findings, they say.

Councilmen Jim Ferlo and Sala Udin are sponsoring a proposal to form a new board. Under their plan, the mayor would choose four appointees from nine nominees selected by the City Council. Two other members would be sworn or former law enforcement officials to give the board a police perspective.

Spillover effect from Dade curfew

An 11 P.M. curfew for juveniles in Florida's Dade County has led to a similar measure in the neighboring town of Hallandale, which officials say has become a midnight hangout for Dade County's teen-agers.

"We've had more arrests for marijuana, bottles breaking and disturbing the peace," said Hallandale City Manager R.J. Intundola. "We had \$15,000 in damage to the Adult Community Center, we've had damage done to the city pool, rocks and bricks thrown into it."

Hallandale police began enforcing the curfew, which will keep youths 17 and younger from loitering in city parks

between 11 P.M. and 6 A.M., in August. It will be in effect every night of the week.

Youths found loitering after curfew could be warned or arrested, ordered to appear in juvenile court and fined \$100.

The city reportedly experienced a sharp rise in juvenile crime after Dade County's curfew went into effect Jan. 1. The Dade law requires teens age 16 and younger to be off the streets by 11 P.M. on weeknights and by midnight on Friday and Saturday.

In Broward County, which sits just north of Dade, officials declined to impose a countywide curfew, as Hallandale

officials had requested, opting instead to wait and see how Dade's worked. A countywide curfew was preferable to a patchwork of city curfews because teenagers would not be able to roam from city to city, Broward County Sheriff Ron Cochran said at the time.

But Hallandale officials are not eager to close the city off to young people either. City Commissioner Hy Cohen said he did not want to make Hallandale "a closed city, just for senior citizens." He suggested that midnight might be a more reasonable curfew. Other commissioners, however, supported the 11 P.M. cutoff.

Police fitness: Is there life after the academy?

Department-sponsored fitness programs prove their worth

By R.G. "Nick" McNickle

Can a law enforcement agency improve its officers' overall health, fitness and physical performance while at the same time driving down medical costs? Quite clearly, the answer is yes, and the best way to do so lies in a post-academy fitness program.

Police health, fitness and performance can be seen as a continuum, beginning with illness or injury and proceeding to absence of disease and, finally, at the other end of the scale, to physical fitness and optimal health. This continuum illustrates a major and chronic problem for police, in that, just like the general public, they tend to assume that the absence of disease is equivalent to optimal health. In fact, it does not. To attain optimal health and at the same time become physically fit, a police officer simply must engage in regular exercise.

Officer fitness, as manifested in physical performance, is itself a continuum. Using as an example a common law enforcement activity, namely the pursuit and apprehension of a suspect, the continuum may be seen to range from "incapable," where an officer does not attempt pursuit and is generally a liability to himself, his partner and the public, to "marginal" (the officer sometimes succeeds at pursuit and apprehension), "satisfactory" (usually succeeds), and "excellent," where an officer almost always succeeds in pursuing and apprehending a suspect.

A well-designed and fairly administered post-academy fitness program — defined here as the systematic delivery of a department-sponsored effort to improve the health and physical fitness of its officers after the academy — can help move officers to the right on the performance continuum.

Old news

The notion of physical fitness for police is nothing new.

August Vollmer is considered the father of modern professional policing in the United States, and at the beginning of this century he envisioned an educated police officer as an "all-arounder" who would make use of his college courses — including physical education — as fundamental preparation for doing a better job as a uniformed police officer.

In recent years, numerous American cities have implemented bicycle patrols as an innovation that brought officers in closer contact with the community while simultaneously promoting physical fitness. Yet the city of Berkeley, Calif., had bike patrols — introduced by Vollmer — as early as 1905.

In 1913 in New York City, a Special Committee to Investigate the Police Department offered this suggestion regarding the NYPD's School for Recruits:

"In London, the recruit school is used in part to weed out men clearly unfit for efficient police work. There is no reason why clearly unfit men admitted by civil service tests should not be dropped as a result of unsatisfactory showing in the school."

By 1927 there was a law in New York State requiring physical and mental tests for the State Police based on standards set by the superintendent.

Sifting the evidence

It was not until 1976 that law enforcement saw the first published research on the subject of police fitness in the United States. While 90 percent of the 1,900 officers responding to a survey sponsored by the National Institute of Law Enforcement and Criminal Justice said they favored department-sponsored physical fitness programs, such programs were in place in only 14 percent of the responding agencies.

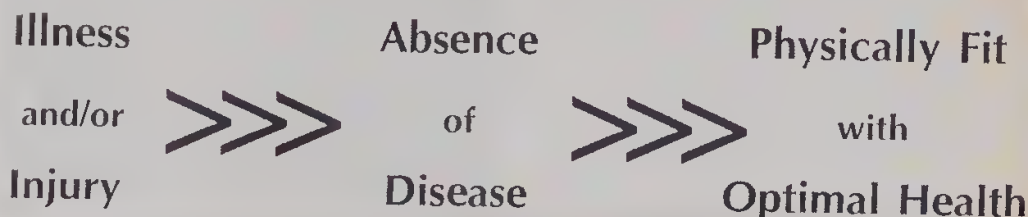
The director of this pioneering research effort, Clifford Price, observed: "Police officers are like everybody else; people know that exercise is good for them but they put it off. We're finding that more and more police officers believe the program should be mandatory. If the job depends on it, they'll take part."

Three years later, there were still only a few police departments with mandatory fitness programs. One serious effort was in place in Atlanta, where Chief George Napper suspended 23 officers for failing or avoiding an annual fitness test. In a follow-up conversation earlier this year, a veteran Atlanta officer explained that the mandatory fitness program was in place for many years, and that there were no known problems with it. After Chief Napper stepped down, succeeding administrations simply did not keep the fitness program as a high priority.

Also in 1979, the California Highway Patrol created mandatory physical fitness tests for in-service officers. The officers' collective-bargaining agent later challenged sanctions against three officers who had repeatedly failed the test, but at the same time dramatic improvements were being noted in the physical condition of the overall work force. A 1984 settlement required that all officers take the test but stipulated that they would no longer face the loss of their jobs for failing.

Mandatory fitness programs were in place in 1986 in three local police departments in Connecticut, but again union officials

Police Officer Health & Fitness Continuum



Police Physical Performance Continuum



Officer does not attempt pursuit. Officer is a liability to himself, partner, and public.

Officer attempts pursuit/apprehension but is frequently unsuccessful.

Officer is usually successful in pursuit and apprehension.

Officer almost always successful in pursuit and apprehension.

voiced their objections. Generally speaking, union objections to post-academy fitness standards can be answered by pointing out that meeting such standards will benefit the majority of the officers. Union efforts to minimize post-academy fitness standards tend to protect the few at the expense of the many.

Assistant Police Chief John Durrant of American Fork, Utah, observed at that time: "Historically, ongoing physical fitness programs in law enforcement have been a rarity. After officers completed their respective academies, their fitness was never monitored. But the tide is turning. Fitness testing is becoming more commonplace."

According to Chief Robert Landon, former president of the International Association of Chiefs of Police, overall health-promotion programs can only succeed if given the full support of the police chief and promoted vigorously as an essential element of personnel policy. "We have realized," Landon stated, "that not all officers have the motivation, interest or capabilities to provide these services for themselves."

Tough questions

In 1991, in an obvious but critical assessment, Chicago Alderman William Beavers noted that the city's police were meeting minimum standards in order to join the force. Why then, he asked, should these requirements be ignored once the officers go on duty? More to the point, his observation raises another key question: Is the public entitled to expect that a sworn police officer should be able to perform all responsibilities of the job for the duration of his or her career in the field?

The following year, Douglas Farenholtz and E.C. Rhoades addressed the police fitness issue by developing a human resource model to help clarify concerns leading to the development of court-defensible physical abilities standards. Their work stands as an important step because, clearly, if the standards required by a fitness program are indefensible, it will not be possible to sustain those standards.

Richard Arvey and Timothy Landon studied physical ability tests for police officers through a construct validation approach, concluding that their research provided convincing evidence for the validity of a physical ability test that could be used in selecting entry-level officers. By their own admission, however, their research did not solve the difficult question of post-academy

fitness standards. "The job analysis and test data provide little guidance concerning the appropriate standards or cutoff points to adopt when such tests become operational," they noted.

Glenn Jones, in a 1993 article in *The FBI Bulletin*, summed the matter up neatly, with his observation that health/fitness programs for police demonstrate a concern for officers not only as crime-fighters but also as valuable employees whose fitness and well-being should be proactively cared for by their departments.

What the courts say

For U.S. law enforcement agencies, three recent legal rulings are important to any discussion of police fitness programs. In 1985, in *Tennessee v. Garner*, the Supreme Court restricted the use of deadly force to apprehend a fleeing, non-dangerous felon. One practical effect of this ruling is that officers must be in adequate physical condition to pursue and subdue without reliance on firearms.

In 1988, in *U.S. v. City of Wichita Falls*, the Court held that the city could conduct physical assessment tests for persons seeking employment with the police department, and physical agility testing for recruits after they had entered the police academy.

In another decision in 1988, *Parker v. District of Columbia*, the Court upheld a \$425,000 jury verdict for a man who was shot by a D.C. police officer in the course of an arrest. The Court noted that the officer had received no physical fitness training in four years and was physically incapable of subduing the plaintiff, thereby forcing him to resort to the use of a gun.

Still, these three court rulings have not provided police administrators have not provided police administrators with sufficient specific guidelines for establishing academy entrance requirements, academy graduations requirements, or post-academy fitness standards. As a result, there is no single method accepted above all others as the best approach to administering police fitness.

In the United States, many different methods are employed, each approach belonging to one of three categories: physical fitness tests; task performance tests, or some combination of these two. Physical fitness testing measures strength (usually one repetition of maximal life on a bench-press machine, or using a hand-grip dynamometer); muscular endurance (one minute

Police executives are speaking out strongly in favor of in-service fitness programs.

maximal effort of sit-ups, one minute maximal effort of push-ups; aerobic power (1.5-mile run or 12-minute run); flexibility (the sit-and-reach test), and body composition (a skinfold caliper test, circumference formula, and/or bioimpedance testing to provide an estimate of body fat percentage).

Task-performance testing, meanwhile, measures a candidate's ability to perform a job-related task. Running is a prime example of such a task, although it must be noted that the running done in a typical 1.5-mile run test is not the best predictor of job performance for pursuit, because the typical qualifying time can be achieved at a pace that would not be sufficient to catch a suspect.

For example, the NYPD's academy graduation requirement for the 1.5-mile run is 12:57, which is the equivalent of 7 miles per hour. No NYPD officer will catch a fleeing felon at that pace. Thus, the way to test running as a job-related function is to test for speed. Running tasks performed in policing generally last less than one minute. The tests that match up well with this time frame are the 400-meter dash and the shuttle run.

Other job-related tests frequently used as qualifying criteria for academy entrance include: climbing, usually over a 4- or 5-foot wall or fence; dragging, typically a mannequin weight from 120 to 175 pounds; pushing (a heavy object such as a car, for a distance of 30 feet); and grip strength, measured with a dynamometer or trigger-pull device.

Physical fitness test results are often rated against a set of norms developed at the Cooper Institute of Aerobic Research in Dallas. There are no such nationally accepted norms for the job-related tasks described. The tests themselves, along with the qualifying standards, are created and established by individual agency experts and/or consultants.

Costs & benefits

Examples abound within the corporate sector of efforts to change health-related behaviors and control associated medical costs. From 1980 to 1991, according to The American Journal of Health Promotion, there were 24 published studies of the health benefits and financial benefits of health-promotion programs in the workplace. All 24 of those studies indicated positive health benefits, and every study analyzed for cost factors likewise showed a positive effect.

A study of one such fitness program, set up by the Mesa Petroleum Corp., found annual medical costs of \$173 for participants in the program, compared to \$434 for non-participants — a savings of \$261 per participating employee. In 1994, the newsletter Wellness Program Management Advisor reported that for every dollar invested in health and fitness programs, there is a savings of \$5 to \$7 — a return of at least 500 percent on the money invested. Such a cost analysis, the newsletter stated, "strongly supports the implementation of such programs."

To this writer's knowledge, no similar cost/benefit analysis has been conducted for fitness programming in the public sector, including law enforcement. The lack of such data, however, has not stopped some police executives from speaking out forcefully

AGENCY: New York State Police
SIZE: 4,000

Physical Entrance Requirements

Meet height/weight standards.
Physical performance test:

	Male	Female
Situps	40	32
Sit & Reach	17.5"	20"
Pushups	33	18*
1.5 mile run	12:18	14:55

(Age group 20-29)

*females do standard pushups

Academy Graduation Requirements

Same physical performance test but 70th % needed to graduate academy.

	Male	Female
Situps	45	41
Sit & Reach	19.5"	21.5"
Pushups	41	n/r
1.5 mile run	10:47	13:53

(Age group 20-29)

Beginning physical standards for the New York State Police, an agency currently considering in-service standards as well. The NYSP will probably implement mandatory testing and voluntary compliance.

on the need for post-academy fitness programs.

Chief Landon has maintained that health and fitness programming offers both short- and long-term paybacks. "Early retirements due to injury or stress-related factors," he noted, "can represent major long-term financial drains to government agencies. Indeed, the prevention of only a few early retirements could effectively fund programs such as these for an entire department."

While avoiding financial specifics, Randy Hoffman, the manager of police and safety services for Pennsylvania State University, is on the record in even more emphatic terms. "It would be a safe assumption," he has said, "that poor health and the lack of physical conditioning have put more law enforcement officers into early retirement or graves than criminals ever did."

Walking the walk

There is no single blueprint that can guarantee successful implementation of post-academy fitness programs for every agency. You can't give the police chief in Spokane, Wash., a "recipe" for a fitness program that duplicates in cookie-cutter fashion a program in, say, San Antonio or Minneapolis. To succeed in such an implementation effort, the astute police administrator must first satisfactorily answer a number of key questions:

Q What is the nature of local politics (including management/labor politics)?

Q Which implementation approach has the best chance of succeeding?

Q Will there be resistance?

Q What responses can you have ready to answer concerns?

Q How can you maximize support for the program?

Q Will there be standards?

Q How will they be determined?

Q Who will be tested, when and how often, and what cost factors pertain to such testing?

Q Will there be rewards and/or penalties for individual performances on such tests?

Police agencies have addressed the latter question in various ways, particularly in terms of offering incentives. The Nassau

County, N.Y., Police Department, for example, awards a "fitness performance bar," to be worn on the uniform just above the shield, to officers who achieve a 60th-percentile rating on eight standard fitness tests. The Forest Park P.D. in Ohio allows fit officers to cash in unused sick leave. In the NYPD, physical fitness achievement can earn you additional points on the promotional exam for lieutenant. There are also agencies that make provisions for on-duty workouts, or provide department-sponsored health club memberships.

Down the road

Admittedly, there is considerable room for future research in police fitness. At the very least, there are two areas well worth the attention of researchers:

Q Does the cost/benefit relationship of corporate health and fitness programs exist for law enforcement agencies?

Q Is it possible to identify a physical fitness threshold for effective police job performance?

For police administrators, meanwhile, one final word of encouragement. Notwithstanding the unanswered questions awaiting future research, one can safely say that the most significant, longest-lasting contribution you can ever make to your officers is the implementation of a mandatory post-academy fitness program, complete with incentives, rewards and enforced standards.

Why do it? Just for the health of it.

(R.G. "Nick" McNickle, M.S., M.P.A., is director of the Cardiovascular Fitness Center at John Jay College of Criminal Justice, and the author of "Cross Training" [Longmeadow Press, 1994]. This article is adapted from a paper co-presented with Dr. Susan Larkin, chairwoman of John Jay College's Department of Physical Education, at the recent conference "International Perspectives on Crime, Justice and Public Order." The author welcomes correspondence on police fitness-related issues. Contact: Nick McNickle, Cardiovascular Fitness Center, John Jay College of Criminal Justice, 899 10th Avenue, New York, NY 10019. (212) 237-8633.)



At left, the author gets a feel for the NYPD's trigger-pull test to measure grip strength. The test uses a 9mm. Glock semiautomatic wired to a special single-impulse counter (photo right) to record the number of trigger squeezes in one minute. Sixteen pulls are required without the weapon or the hand touching the surrounding rectangle.

Other Voices

(Editorial views on criminal justice issues from the nation's newspapers.)

Good grants, locally applied

"The state Department of Juvenile Justice recently awarded almost \$5 million in grants to community programs around Florida that work to prevent delinquency. The share appropriated to South Florida counties appears to be directed where most needed. It is in these counties that some violent juvenile crimes have been on the increase, instead of decreasing as has the national rate of juvenile crime. Prevention as a focus and an intent must be stronger here. Additionally, the department must disburse more funds for prevention here and statewide. A variety of prevention programs around the state are proving successful, but only to the extent that their budgets allow. Only 35 percent of the department's budget — \$156.3 million — goes to prevention. There are waiting lists, and worse, kids who would benefit most aren't even being tapped to enter such programs. The department has made a credible start in shaping an agenda that includes prevention, not just punishment of bad kids. It can, and must, do more."

— *The Miami Herald*
Sept. 4, 1996

Parents, not politicians, will have to run drug war

"To hear Bob Dole tell it, you'd think Bill Clinton is single-handedly responsible for the increase in teen-age drug abuse. 'They raised the white flag in the war on drugs,' Dole charged after a Federal study showed the percentage of 12- to 17-year-olds using illicit drugs has more than doubled in the '90s. He promised to deputize every branch of the military, including the National Guard, to bolster the fight. On the other hand, to hear the President tell it, you'd think Dole and the Republican Congress were the primary culprits. His latest shot: Pointing over the weekend to deep cuts in anti-drug budget requests, particularly for in-school drug education. But a new report by the National Center on Addiction and Substance Abuse gives the lie to finger-pointing by both parties: It's parents, not politicians, who have the greatest impact on whether a child avoids drugs. And too many parents are falling down on the job. The center's interviews with 1,166 parents and 1,200 teens revealed a clear set of home-based factors common among teens involved with drugs — and another set linked to drug avoidance. Many of those factors are largely within parents' control, if they work at it. But when there's an opponent to be seagoated, what politician is going to tell the voters they're to blame? Sure, there's a Federal role, not to mention one for the schools and police. But the real drug war is neither in Washington nor on the borders. It's in every home. And no public official can do what parents can do to make their children's involvement with drugs less likely — or more likely."

— *USA Today*
Sept. 11, 1996

Labor Day and traffic patrols

"The long Labor Day weekend in Louisiana is traditionally targeted by State Police and local law-enforcement agencies as part of an ongoing nationwide war against unsafe driving practices. Traffic officers will be on the lookout mainly for speeding, drunken driving and failure to use seat belts and child-restraint devices. Louisiana is one of 39 states with special Federally financed programs that increase patrols by highway police and other enforcement agencies over long holiday weekends. A report released in July by the National Highway Traffic Safety Administration showed that traffic fatalities increased in Louisiana during 1995 to their highest levels since 1992. According to the statistics, the most recent available the state's highway fatalities jumped from 838 in 1994 to 883 in 1995. The percentage involving alcohol was 53 percent, up from 51 percent in 1994 and 46 percent in 1991. Louisiana also saw its increase in alcohol-related highway deaths in six years. The increase in Louisiana traffic fatalities in 1995 is a sobering indication that many people behave irresponsibly when they get behind the wheel of a vehicle. They're the problem motorists traffic officers around the state will be cracking down on this weekend."

— *New Orleans Times Picayune*
Aug. 31, 1996

Cahill-Ruffner:

A new twist in use-of-force training

By Helen Cahill-Ruffner

Remembering the sticky Georgia heat and humidity, I reminisced recently with a friend and fellow police officer about my days as lead instructor at the Federal Law Enforcement Training Center in Glynco. The students were enthusiastic, wanting to do the right thing but not quite sure how to do it. My job was to show them what to do, how to do it, when to do it, and how much to do it.

Field practical-exercise training is intended to be operational and realistic. Often it was. The big advantage of being a trainer is that you get to see the same mistakes over and over again. My mission was to get a handle on this problem. I felt the burden of a monumental task: trying to figure out how to correct training errors so they do not repeatedly happen with each student day after day, week after week, year after year.

Police officer training is designed as a series of performance-based skills and tasks, providing general and specific guidelines on expected field performance. Law enforcement has, to a large degree, adopted the popular Instructional Systems Design (ISD) model of police training, patterned after the military model. Some skills, such as handcuffing, can be taught and performed as technical tasks where rote procedures are applied in order to maintain consistency and integrity. However, the manner in which the model has been standardized for police training, in my experience, is not sufficient for working with soft-skills subjects, such as decision-making and judgment. The rules or objectives are often set in place without necessary adjustments to accommodate ongoing changes, particularly with regard to use-of-force issues.

Use-of-force training has been undergoing

(Helen Cahill-Ruffner is retired as an instructor in the Behavioral Science Division of the Federal Law Enforcement Training Center, and is currently preparing a nationwide research project to identify the components of model police officer decision-making. She also conducts training for police officers and departments in decision-making.)

recent changes. The force issues have been out there, for everyone to see, hypothesize about, and second-guess. When faced with the need to use force, uniformed law enforcement officers are expected to make reasonable decisions, as judged by the courts, police departments and the public. The U.S. Supreme Court, in *Graham v. Connor* (1989), has held that, to be constitutional (lawful), force used by police must be objectively reasonable. In other words, would a reasonable officer have thought this amount of

To improve officer performance in use-of-force situations, first we need to develop a model for effective field decision-making.

force to be necessary in this particular situation?

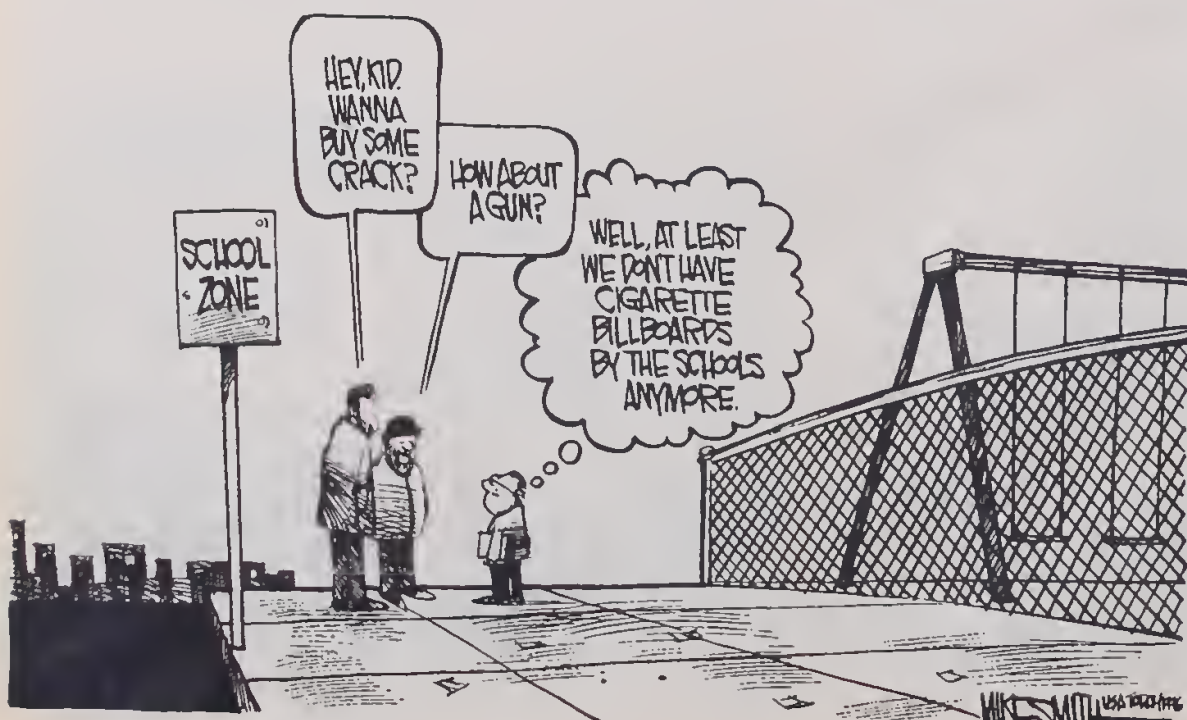
To address adequately what a reasonable officer would do in a particular situation, one would be hard-pressed to overlook how we conduct judgment and decision-making training, beginning with officer presence, possibly ending with deadly force, and including everything in between.

Another complication is the adoption of community policing standards. With the advent of community-based policing, non-traditional methods of control and accountability have been adopted. Community policing decentralizes police authority; officers use more discretion to solve community-based problems. How should trainers adjust for this emphasis on problem-solving? Without a model for effective field decision-making, it is less clear what types of performance produce the best results.

After my fourth year of field training, it became less difficult to identify what was missing. Training was highly effective when teaching what to do, but frequently insufficient in teaching the specifics of how to do it (using critical thinking). Specifically, the inadequacy lies in training how to do the thing we do most in our profession — make decisions and judgments. Perhaps trainers believe that students have been (adequately) presented with life situations that require effective decision-making, so we assume they more than likely have the skills to make good decisions in the field. I no longer believe this.

How does an exemplary police officer act? Most of us know a few. Those are the kind who sail through managing a full-blown crisis while

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Note to Readers:

The opinions expressed on the Forum page are those of the contributing writer or cartoonist, or of the original source newspaper, and do not represent an official position of Law Enforcement News.

Readers are invited to voice their opinions on topical issues, in the form of letters or full-length commentaries. Please send all materials to the editor.

Criminal Justice Library

If these bloodstains could talk:

Evidence that speaks for those who can't

And the Blood Cried Out:

A Prosecutor's Spellbinding Account of the Power of DNA.

By Harlan Levy.

New York: Basic Books, a Division of HarperCollins Publishers Inc., 1996.

223 pp., \$24.00.

By Lawrence Kobilinsky

The development of analytical methods to determine an individual's DNA profile for purposes of identification is considered to be one of the most significant events in the history of forensic science. Because of its power to identify the source of biological evidence, it has revolutionized the investigation of violent crime. DNA has become a household word, thanks to a number of major, high-profile cases

(Lawrence Kobilinsky, Ph.D., is associate provost and professor of biology and immunology at John Jay College of Criminal Justice in New York, and a member of the doctoral faculty in biochemistry at the City University of New York Graduate Center.)

highlighted by the news media.

Harlan Levy, a former assistant district attorney in the homicide division of the Manhattan District Attorney's Office, has written a book about the importance of forensic DNA technology in the criminal justice system. In it, he describes how this relatively new methodology has affected the outcome of several of the most heinous criminal cases of the past decade, some of which he was intimately involved with as part of the prosecution team.

A few of the better known cases described in this book include the Central Park Jogger case, the World Trade Center Bombing, and the O.J. Simpson double-murder trial. These and other cases reveal the power of DNA evidence in the courtroom, not only to in-

culpate individuals but also to exonerate the innocent. DNA testing is known to exclude approximately 30 percent of suspects during the pretrial investigation phase. Indeed, DNA testing is so highly respected by criminal justice practitioners that, to date, it has been used in the post-conviction exoneration of 28 people, thus demonstrating that the technique is not exclusively a prosecutorial tool but rather a fair and neutral method for arriving at the truth by generating factual scientific information for a jury to consider.

The first chapter opens with the Matias Reyes serial rape/homicide case. Reyes, a violent criminal who sexually assaulted his victims, had no compunctions about maiming them for life. His only fear was that his victims might identify him. Levy describes how Reyes told one of his victims, "I have to kill you or I have to blind you." To another, Reyes warned, "Your eyes or your life." In 1989, three women were raped on the Upper East Side of Manhattan; all were stabbed in or adjacent to their eyes, and one died as a result of her wounds. Levy gets into the minds of the investigating detectives, explain-

ing the legalities underlying the questioning of suspects and the procedures that had been used to obtain a confession from Reyes for the rapes. Fearing that the police had obtained a sketch of him as well as an eyewitness (a child of one of the victims), he also eventually confessed to the murder.

The prosecutor sent the semen evidence acquired from the victims to the FBI laboratory, where DNA fingerprinting tests confirmed a match to Reyes' DNA specimen. The statistical significance of the match was calculated to be 1 in 49 million Hispanics in the United States; thus, the DNA profiles obtained were very rare and the match, in turn, was very significant. At the pretrial hearing, experts argued for and against the FBI frequency statistic. All agreed that subpopulations within the Hispanic community exist, but argued about whether or not to include this factor into the frequency determination. (The use of subpopulation statistics could diminish the reported frequency by a factor of 100.) Reyes was eventually convicted of rape and homicide and sentenced to life in prison with no chance of parole.

Levy's description of this case puts the reader on an emotional roller-coaster ride by fostering feelings of anger, fear, resentment, pity for the victim and, ultimately, satisfaction with the verdict. The outcome of the trial provides a vindication of the criminal justice system, and with it Levy illustrates the important role of DNA in the adjudication of violent crimes. The author has a unique writing style that blends his knowledge of the law, police investigation and science with a gift for presenting complex issues in an understandable and exciting format.

The book reviews the development of DNA fingerprinting analysis by Alec Jeffreys, how it first came to be used in the United States by a private laboratory in a rape case in Florida, and how it eventually became standardized by the FBI laboratory and subsequently adopted throughout the country, to the extent that it has almost completely supplanted the traditional serological methods of identification. Levy also discusses the development of the polymerase chain reaction (PCR) technique developed by Kary Mullis, which is far

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40 years of insights in "4 days":

Quality management, taught by the master

Four Days with Dr. Deming:

A Strategy for Modern Methods of Management.

By William J. Latzko and David M. Saunders.

New York: Addison-Wesley Publishing Co., 1995.

228 pp.

By Mark C. Bach

The American rush to embrace the quality movement in the late 1980s helped to radically change the management practices of not only private industry but government agencies as well. The acknowledged "fathers" of the quality movement were Joseph Juran, Philip B. Crosby and W. Edwards Deming. Deming in particular is credited with restoring the industrial base in Japan after World War II. More recently he helped shape the quality efforts of Ford and other corporations.

Deming's four-day seminars were widely attended and developed an almost cult-like following as attendees talked about the "red beads," the "knowledge process" and "statistical control." Since Deming's death in 1993, his status has risen as a master of the quality movement.

Since one can no longer attend a Deming lead session, the authors have done the next best thing and put down in writing his four-day basic seminar. In this easy-to-read book, the authors write from three different perspectives. The book first explains the Deming process as seen at a seminar. Then the authors add their own unique insights and expand on the principles as needed. Finally, they present the thoughts of a fictitious attendee to help develop the application of the teachings for the reader.

One co-author, William J. Latzko, actually helped facilitate several of Dr.

Deming's seminars. Now he offers the chance to combine over 40 years of exposure to quality efforts into a solid review of Deming's basic principles.

Deming offers 14 basic obligations of managers, which are as appropriate for police agencies as they are for private industry. Deming's "Seven Deadly Diseases" is often excerpted in the Total Quality Management groups as a guide to what to avoid during a transformation. These "diseases," which are often cited as obstacles to organizational change, are:

❖ **Lack of constancy of purpose.** Is there a police agency that hasn't had to face new "programs" on a seemingly endless cycle? Employees can sense if an agency's efforts are the "flavor of the month" or symbolize a true, lasting change in doing business. Without a sense of permanence, the line-level employees will not buy in to the proposed changes.

❖ **Emphasis on short-term profits.** Granted that for government agencies there is less emphasis on actual profits, but substitute "results" for "profits" and the same impact is observed. Some agencies concentrate on immediate results despite their ability to sustain those actions on a long-term basis.

❖ **Evaluation of performance, merit rating or annual review.** This is contradictory to what most managers were taught. Deming argues that those forced evaluations are not proper

tools to improve performance and instead promote dissension, rivalry and lack of teamwork. From the statistician's perspective, since he couldn't measure the human component of the production process, he saw no value in trying to evaluate what he couldn't measure.

❖ **Mobility of management/job-hopping.** Most police agencies either require frequent transfers or encourage them to enhance promotional opportunities. However, what this creates are supervisors that only wish to spend their time in the assignment, and don't worry about the long-term impact of their decisions. What supervisor hasn't taken over command from a "short-timer" and wondered what basis the former commander used for making certain decisions? When you know you won't stay for the long term, it is hard to worry about the long term.

❖ **Management by use only of visible figures, with little or no consideration of figures that are unknown or unknowable.** We are slaves to the Uniform Crime Reports collected each month for the FBI. Most agencies acknowledge the lack of complete crime data and yet we maintain a slavish devotion to these yearly report cards. Similarly, agencies report their response times, which are easily captured by CAD systems, without acknowledging the limited usefulness of this data.

❖ **Excessive medical costs.** Looking at our own medical bills, most could concur with this precept. From an agency perspective, this specific "sin" is weakly linked to our profession. But police administrators are faced with injured prisoners and claims from citizens injured in traffic accidents involving agency vehicles. They can sympathize with the plight of all Americans. Simple visits to an emergency room can

easily cost over \$1,000 today, and involve many tests and procedures to rule out esoteric problems.

❖ **Excessive legal costs.** There are not only the economic costs associated with legal issues, but the time and emotional tolls extracted from all of us. Frequently, police officers face testifying in cases that took forever to be processed through the judicial system. An officer has discussions with attorneys, paralegals and private investigators, all of whom have a bookkeeping clock ticking as they discuss the same set of facts with this officer. Swift justice is not frequently seen here in America.

While the Deming statistical control process is not a cure for all administra-

tive headaches, many of his teachings should be used by police officials interested in exploring Total Quality Management. They allow us to expand our preconceived notions of what works and seek time-tested solutions from a production viewpoint of industry. The authors have crafted an excellent review of Deming's basic ideas, and thus provide a great way for police administrators to start carrying out a quality movement within their own agencies.

(Sgt. Mark C. Bach is administrator of the Office of Management and Budget for the Tempe, Ariz., Police Department.)

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Public speaks out in NAPO survey

Broad public support seen for police "bread-and-butter issues"

Continued from Page 1

tude extended only to criminal prosecutions, as 68 percent said youthful criminals should be housed in juvenile detention centers rather than in adult prisons.

¶ In another currently hot topic, 63 percent support allowing the children of illegal immigrants to attend public schools. Law enforcement officials have come out against a provision of an immigration reform bill that would bar such children from attending public school. Police worry that the unsupervised children will be at risk for criminal activity.

¶ 89 percent support placing chemical "taggants" in black powder explosives, and 80 percent support increased authority for law enforcement to conduct wiretaps to curb terrorism. The poll was taken following the bombing at Centennial Olympic Park in Atlanta and the crash of TWA Flight 800, the cause of which is still unknown.

¶ 68 percent said Congress should increase funding for hiring more police officers, indicating support for the Justice Department's community-policing grant program which has added thousands of new officers nationwide.

¶ 65 percent believe active law enforcement officers should be able to carry firearms across state lines. A nearly equal number — 63 percent — oppose any efforts to repeal the Brady Law, while 61 percent oppose a repeal of the Federal assault-weapons ban.

¶ 88 percent believe law enforce-

ment officers should have the right to remain silent in an investigation, and 94 percent agreed that police officers should have legal representation when being investigated by their departments. Eighty-eight percent said officers should not be tried twice for the same crimes.

¶ 94 percent support full health benefits for officers injured on the job, and an equal proportion said agencies should provide psychiatric/stress evaluation counseling for their officers.

Scully called on Congress to heed the survey's findings, which he said indicate great public support for law enforcement, particularly on labor-related issues.

"Law enforcement officers on the front lines of crime each and every day deserve the respect of the American people and the help of Congress to do our job," he said. "Cops need Congress to give us the tools to keep America safe."

"It's eye-opening in the sense that these are issues that affect cops... and the general public supports them," Weaver added. "Congress's record on some issues has been great. But on some of the bread-and-butter issues, like the Bill of Rights, they're lacking. The problem is that many folks in Congress look at law enforcement and see all of our issues as strictly crime and punishment and that's just not the case. Like most Americans, cops are middle-class workers and their issues are the same in many areas."

Model decision-making & use-of-force training

Continued from Page 12

under extreme duress. In our profession, there has yet to be a study on how exemplary decisions and judgments are made, chronologically, through moments of substantive importance, in an operational setting. Although some things are known about transitions from one decision (in an incident) to another (toward an outcome), police research has not yet demonstrably shown that the nature of the decision or judgment process can provide a wide variety of potential areas of utility for measurement.

The many statistical instruments applied to police research appear to focus on the ultimate outcome, whether positive or negative, applying some measure of performance evaluation. Often, there is a lack of appropriate controls, such as the number and quality of decisions and judgments, in order to reach an outcome. Everything that happens in a police incident depends more or less upon everything else that happens. Events are sequential: an offensive move is made by a suspect; the officer typically responds in a pro-

ductive, non-threatening but firm manner; the suspect retaliates with a verbal or physical challenge; the officer favors a level of force appropriate to the challenge, and so on to conclusion.

To date, the law enforcement profession has no known overall definitive principles or strategies in the decision-making and judgment process that have been applied uniformly in training or in the field. By all appearances, multiple principles and strategies are employed by officers during incident management. In order to assess what is already successfully working, we need to measure it, duplicate it, and train with it. Most police officers who are highly effective in incident management display knowledge and skills that are organized to create an atmosphere of desirable decision-making and judgment. However, these qualities need to be identified through research as contributors to quality police work. It is well past time to develop a foundation for this type of research.

Solid research questions can lend themselves toward establishing a uni-

form standard of training for decision-making. How is officer discretion properly exercised? What standards of discretion apply? And when is the application of a particular level of force permissible? Current guidelines and standards vary dramatically among jurisdictions, based upon unique histories, local experience (including lawsuits), varying community expectations, and differing police leadership styles.

Until we develop guidelines on police decision-making skills, it is difficult to train with any assurance of uniformity. Private-sector decision-making research and training can be, and currently is, in the process of being converted to meet our unique professional training needs. It is the commitment of this writer to contribute to the design and development of a law enforcement decision-making and judgment model that will be sufficiently flexible to meet the U.S. Supreme Court's standard for use-of-force compliance as well as address the unique policies and procedures of police departments nationwide.

Little Rock rolls up recruits with public-service radio spots

Continued from Page 1

officer did that years ago — but I've arrested a lot of bad guys that beat up women since then 'cause I have no use for bullies."

In another, an "officer" recalls how a cop used to harangue him and his teenage friends for hanging out in a park. "I swore someday I'd do something about him and I finally did. I joined the LRPD.... I try to remember what it was like when I was young 'cause good kids should never be afraid of the good guys, and that's what Little Rock's police officers are — the good guys."

The commercials are aired without charge, and each ends with the telephone number of the LRPD training division. The number was included at the suggestion of Caudell, who thought

the ads might be a useful recruiting tool. His hunch proved correct, with the ads sparking about 30 calls a day from residents wanting to know how to join the 530-officer agency, Tackett said.

The Police Department, which is in the midst of hiring new officers, faces no shortage of applicants, and competition for jobs is keen. Only about 1 of every 10 applicants actually makes it through the recruiting and training process. About 2,500 people have applied for jobs since 1993, said Sergeant Tackett, and of those, 225 were hired. Only 160 successfully completed the 12-week field training program.

The Little Rock Police Department is expected to hire 45 officers a year for three years using proceeds from a half-cent sales tax increase approved by

voters in 1993. The department will also add 45 community-policing officers that will be funded by grants from the U.S. Justice Department.

While the ads have shored up the number of prospective recruits, Storthz said other agencies could benefit from their positive messages. "It's a PR piece to remind people they're not just cops, but people, too," he said. "And also to remind the officers why they joined the force in the first place — not to push people around but to be helpful."

"We're getting into a society that's black and white, right and wrong, and forgets the middle ground. A lot of times, we get separated when we should come together. And all of us, including the LRPD, could use better PR," he added.

"The Blood Cried": How DNA evidence helps point out the truth

Continued from Page 13

more sensitive than the DNA analysis technique known as restriction fragment length polymorphism (RFLP). Although RFLP is more specific and, thus, more definitive in identification than PCR, the latter is the far more sensitive technique. PCR can be used when the quantity of specimen is insufficient for RFLP or when the quality is poor as a result of partial degradation of DNA.

Over the past six or seven years, scientific debate has focused on technical issues of methodology, such as the incorporation of adequate controls during testing, quality control and quality assurance. As Levy explains, perhaps the most important issue concerned the significance of the existence of subpopulations, as described in the Reyes case. This debate among population geneticists has resulted in the formation of two committees by the National Research Council, an arm of the National Academy of Sciences. The first committee recommended the use of the "ceiling principle," a compromise

method to determine the statistical significance of a match. The recommendations were not enthusiastically adopted by all forensic practitioners, since many argued that the FBI method of determining statistics was already highly conservative and inherently avoids bias against a defendant. In addition, they argued that the ceiling principle has no basis in scientific methodology and only serves to weaken the power of DNA analysis in identifying suspects. The second NRC committee issued a new report in May 1996 which reaffirmed the reliability and usefulness of forensic DNA analysis and statistics, and went on to make other recommendations regarding external blind proficiency testing and laboratory accreditation.

Harlan Levy has written an extraordinary book that describes the development and use of the various DNA identification procedures capable of linking a suspect to a victim or crime scene. He has presented some of the most notorious cases in which DNA has played a major role in the outcome,

thereby demonstrating the importance of the technique to the criminal justice system.

Although the reader learns that DNA can provide the kind of information the jury needs to determine guilt or innocence, Levy puts DNA analysis into perspective by pointing out that it is only one part of a puzzle, albeit a very important part, and that jurors must consider all evidence presented to them. The reader can share his excitement and insights about the power of DNA to help determine truth and to either convict the guilty or exonerate the innocent. The importance of state and Federal legislation for the establishment of a national DNA database in the apprehension of serial killers and rapists is also thoroughly addressed and supported. The book's abundant substantive merits, combined with the author's thorough yet engaging style of presentation, make the work one I would especially recommend to police, criminal-law attorneys, forensic scientists and academics, and anyone interested in criminal justice and how it is practiced.

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Upcoming Events

OCTOBER

14-16. Intoxilyzer S000 Maintenance Training. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$350.

14-16. Commercial Motor Vehicle Drug Interdiction. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$375.

14-16. FitForce Coordinator Course. Presented by FitForce. Champaign, Ill.

14-16. Tactical Edged Weapons Defense. Presented by Modern Warrior Defensive Tactics Institute. Lindenhurst, N.Y. \$300

14-16. Police Leadership I: A Day at the Zoo. Presented by Rollins College. Orlando, Fla. \$265

14-18. Police Firearms Instructor Development School. Presented by the National Rifle Association. Baton Rouge, La.

14-18. Death Investigation. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$575.

14-18. Police Budgeting & Fiscal Management. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$500.

14-18. Tactical Drug Law Enforcement. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495

14-18. Advanced Gang Investigation. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495.

14-18. Hostage Negotiation Management for Commanders. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$525

14-18. Crime Scene Techniques Involving Surface Skeletons & Buried Bodies. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$475.

14-25. Successful Grantsmanship. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$550

14-25. Traffic Accident Reconstruction I. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$875.

15-17. Street Survival '96. Presented by Calibre Press. Toledo, Ohio. \$179/\$155/\$105.

15-18. Advanced Management Practices. Presented by the New England Institute of Law Enforcement Management. Babson Park, Mass.

16-18. Investigation of Sex Crimes. Presented by Rollins College. Orlando, Fla. \$295.

17-18. Technology for Community Policing. Presented by the National Institute of Justice & the Office of Community Oriented Policing Services. Louisville, Ky.

17-18. Concealment Areas Within a Vehicle. Presented by the Institute of Police 17-18 Technology & Management. Jacksonville, Fla. \$325.

17-18. Body Language & Conversational Techniques for Police. Presented by Hutchinson Law Enforcement Training, LLC. Cheshire, Conn.

17-18. Firearm Retention & Gun Disarming. Presented by Modern Warrior Defensive Tactics Institute. Lindenhurst, N.Y. \$300

18. Lawful Invasions: Police Raid School. Presented by Investigators Drug School. Orlando, Fla. \$95

20-26. Providing Executive Protection. Presented by the Executive Protection Institute. Winchester, Va.

21-22. The Background Investigation. Presented by the Nebraska Law Enforcement Training Center. Grand Island, Neb. \$195

21-24. Advanced Police Budgeting & Cost Analysis. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$450.

21-25. Field Training Officers Program. Presented by the Northwestern University

Traffic Institute. Evanston, Ill. \$550.

21-25. Successful Grantsmanship. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$550.

21-25. Police Firearms Instructor Development School. Presented by the National Rifle Association. Las Vegas

21-25. Report Writing for Instructors. Presented by Bruce T. Olson, Ph.D. Carmel, Calif. \$290

21-25. Interviews & Interrogations. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495

21-25. Police Internal Affairs. Presented by the Institute of Police Technology & Management. College Park, Ga. \$495

21-25. Managing Criminal Investigators & Investigations. Presented by the Institute of Police Technology & Management. Tempe, Ariz. \$495.

21-25. Undercover Drug Enforcement Techniques. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$525.

21-25. Comprehensive Staff Inspections Training. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$475.

21-25. Computerized Collision Diagramming. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$695.

21-25. Implementing & Managing Community-Oriented Policing. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495.

21-31. Basic Crime Prevention. Presented by the Institute of Criminal Justice Studies. San Marcos, Texas. \$250.

21-Nov. 8. Command Training Program. Presented by the New England Institute of Law Enforcement Management. Babson Park, Mass.

22-24. Street Survival '96. Presented by Calibre Press. Tallahassee, Fla. \$179/\$155/\$105

23-25. Eastern Armed Robbery Conference. Presented by the Suffolk County Police Department Robbery Section. Islandia, N.Y. \$55/\$70

23-25. Police in Crisis: Molding Public Opinion & Managing the Media. Presented by Rollins College. Orlando, Fla. \$285

24-25. Breakthrough Strategies to Teach & Counsel Troubled Youth. Presented by Youth Change. Fort Mitchell, Ky. \$125.

24-25. Community-Oriented Juvenile Crime Prevention. Presented by the Nebraska Law Enforcement Training Center. Grand Island, Neb. \$195

24-25. 5th Annual Ethics Conference. Presented by the Southwestern Law Enforcement Institute. Dallas. \$79/\$99

25-27. Weekend Training Institute for Those who Work in Batterers Intervention. Presented by the VCS Batterers Intervention Project. Phoenix, N.Y.

28-31. Advanced Hostage Negotiations. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$500.

28-Nov. 1. Police Firearms Instructor Development School. Presented by the National Rifle Association. Honolulu.

28-Nov. 1. Traffic Accident Reconstruction II. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$625.

28-Nov. 1. Burglary Investigation Fundamentals. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$550

28-Nov. 1. Traffic Radar Instructor Training for Police. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$550.

28-Nov. 1. Criminal Investigative Techniques. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495.

29-30. Raid Planning, Preparation & Execution. Presented by Hutchinson Law Enforcement Training, LLC. New Braintree, Mass.

30-Nov. 1. Auto Theft Seminar. Presented by the Arizona Auto Theft Investigator's Association. Flagstaff, Ariz. \$50

30-Nov. 1. Gypsies: Culture, Criminal Activity & Impact on Law Enforcement. Presented by Rollins College. Orlando, Fla. \$275.

31-Nov. 1. Crime & Justice Policy: Put-

ting Data to Work. Presented by the Justice Research & Statistics Association and the Bureau of Justice Statistics. San Antonio, Texas.

31-Nov. 1. Breakthrough Strategies to Teach & Counsel Troubled Youth. Presented by Youth Change. Lexington, Ky. \$125

NOVEMBER

2-5. 7th Annual International Problem-Oriented Policing Conference. Presented by the Police Executive Research Forum. San Diego. \$325.

3-8. Creating Change in Police Organizations: A Practical Approach. Presented by the Edmonton Police Service & the Banff Centre for Management. Banff, Alberta, Canada

4. OC Aerial Training Instructor Course. Presented by Performance Dimensions Inc. Williamston, N.C. \$195

4-6. Domestic Violence & Stalking Investigations. Presented by Rollins College. Orlando, Fla. \$265

4-6. Street Survival '96. Presented by Calibre Press. Pocatello, Idaho. \$179/\$155/\$105

4-6. FitForce Coordinator Course. Presented by FitForce. Austin, Texas.

4-7. Street Level Drug Enforcement. Presented by Investigators Drug School. Fort Lauderdale, Fla. \$125

4-8. Practical Hostage Negotiations. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495

4-8. Drug Unit Commander Seminar. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$495

4-8. Crime Scene Processing. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$525.

4-8. Report Writing for Instructors. Presented by Bruce T. Olson, Ph.D. Chula Vista, Calif. \$290.

4-8. Basic Hostage Negotiations. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$550

4-8. Crime Scene Technology I. Presented by the Northwestern University Traffic Institute. Evanston, Ill. \$600

4-15. Police Motorcycle Instructor Course. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$1,100

5-7. Problem-Oriented Policing Supervisors' Course. Presented by the Police Executive Research Forum. San Diego.

For further information:

Addresses & phone/fax numbers for organizations listed in calendar of events.

Arizona Auto Theft Investigator's Association, c/o Sgt. Joe Brosius, Tempe Police Department, 120 E. 5th St., Tempe, AZ 85281 (602) 858-6205.

Calibre Press, 666 Dundee Rd., Suite 1607, Northbrook, IL 60062-2727. (800) 323-0037.

Davis & Associates, P.O. Box 6725, Laguna Niguel, CA 92607 (714) 495-8334

Drug Policy Foundation, attn. Whitney Taylor, 4455 Connecticut Ave. N.W., Suite B-500, Washington, DC 20008-2302 (202) 537-5005 Fax (202) 537-3007. E-mail: taylor@dpf.org

Edmonton Police Service, Attn. Karen McDowall, 9620-103A Avenue, Edmonton, Alberta, CANADA T5H 0H7 (403) 421-3340 Fax (403) 421-2211 Internet: <http://www.gov.edmonton.ab.ca/police/service.html>

Evidence Photographers International Council, 600 Main St., Honesdale, PA 18431. (800)356-EPIC.

Executive Protection Institute, Arcadia Manor, Rte. 2, Box 3645, Berryville, VA 22611. (703) 955-1128.

FitForce, 1607 N. Market St., P.O. Box 5076, Champaign, IL 61825-5076. (217) 351-5076. Fax (217) 351-2674

Frederickson Consulting Inc., 541 W. 98th St., #345, Minneapolis, MN 55420 (612) 884-0249. Fax (612) 884-2485

Hocking College, Attn. Deb Fraunfelter, Marketing Services Manager, 3301 Hocking Parkway, Nelsonville, OH 45764-9704 (614) 753-3591, ext. 2112

Hutchinson Law Enforcement Training, LLC, P.O. Box 822, Granby, CT 06035. (860) 653-0788 E-mail: dhutch@snet.net Internet: <http://www.patnetweb.com/hlet>

Institute for Management & Police Effectiveness, P.O. Box 20562, Mesa, AZ 85277-0562 (602) 641-8835. Fax: (602) 641-4624

Institute of Criminal Justice Studies, Southwest Texas State University, West Campus, Canyon Hall, San Marcos, TX 78666-4610. (512) 245-3030 Fax: (512) 245-2834

Institute of Police Technology & Management, University of North Florida, 4567 St. Johns Bluff Rd. So., Jacksonville, FL 32216 (904) 646-2722.

Investigators Drug School, P.O. Box 1739, Fort Lauderdale, FL 33312 Fax (305) 753-9493

Justice Research Institute, 6548 N. Sheridan Rd., Chicago, IL 60628 (312) 761-8311. Fax: (312) 761-8392.

Justice Research & Statistics Association, 444 N. Capitol St., NW, Suite 445, Washington, DC 20001. (202) 624-8560 Fax (202) 624-5269

Modern Warrior Defensive Tactics Institute, 711 N. Wellwood Ave., Lindenhurst, NY 11757. (516) 226-8383.

National Rifle Association, Law Enforcement Activities Division, 11250 Waples Mill Rd., Fairfax, VA 22030 (703) 267-1640

New England Institute of Law Enforcement Management, P.O. Box 57350, Babson Park, MA 02157-0350. (617) 237-4724 Web: <http://www.niac.net/users/>

gburke@ncitem.hml

Northwestern University Traffic Institute, 555 Clark St., P.O. Box 1409, Evanston, IL 60204. (800) 323-4011

Bruce T. Olson, Ph.D., P.O. Box 1690, Modesto, CA 95353-1690 (209) 527-0966 Fax (209) 527-2287.

Performance Dimensions Inc., P.O. Box 502, Powers Lake, WI 53159-0502 (414) 279-3850. Fax: (414) 279-5758.

Police Executive Research Forum, 1120 Connecticut Ave. N.W., Suite 930, Washington, DC 20036 (202) 466-7820. Fax (202) 466-7826

Policing Technology Conference, Attn. Janice London, 1600 Research Blvd., MS 30, Rockville, MD 20850. (301) 251-5019 Fax (301) 251-5767 or (301) 251-5161 E-mail: jlondon@aspensys.com.

Rollins College, Public Safety Institute 1000 Holt Ave., #2728, Winter Park, FL 32789-4499 (407) 647-6080 Fax (407) 647-3828.

Southwestern Law Enforcement Institute, P.O. Box 830707, Richardson, TX 75083-0707. (214) 883-2376. Fax (214) 883-2458

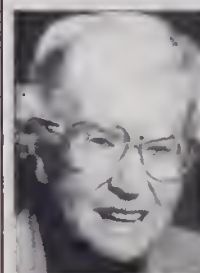
Suffolk County Police Department, Robbery Section, c/o Det. Lieut. John Horan, (516) 852-6176.

VCS Batterers Intervention Project, 77 S. Main St., New City, NY 10956 (914) 634-5729

Youth Change, 275 N. 3rd St., Woodburn, OR 97071. 1-800-545-5736 Internet: www.youthchg.com

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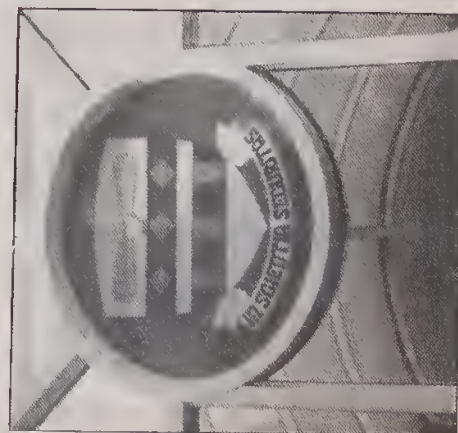
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